

CAUT Plans Public Awareness Campaign

IN AN UNPRECEDENTED MOVE, the Canadian Association of University Teachers is launching a national public awareness campaign to draw attention to the worsening crisis affecting post-secondary education in Canada. At its Nov. 20-22 meeting in Ottawa, CAUT Council voted to undertake a major long-term campaign that highlights the impact of funding cuts, skyrocketing tuition fees, and growing private sector involvement in Canada's universities. The campaign will also push for changes to improve the quality and accessibility of post-secondary education.

"Without public support, our best lobbying efforts will prove fruitless and the problems in universities will worsen," CAUT President Bill Graham told Council. "I don't think Canadians really know the full extent of what is happening to post-secondary education. That's why we need a national campaign to make the public aware of the problems and to offer them real solutions."

Over the past decade, post-secondary education has suffered from

Drs. Graham & Turk outline the public awareness campaign at CAUT Council on Nov. 21.

significant reductions in government funding. These funding cuts have led to a 90 per cent jump in tuition fees since 1990, diminished access to universities, a worsening student to faculty ratio, fewer educational and research resources, and a 240 per cent increase in student debt loads.

As public funding continues to dry up, universities are increasingly turning to the private sector to make up for the shortfall, with serious consequences for academic freedom and research. The current case of Dr. Nancy Olivieri of the Hospital for Sick Children and the University of Toronto demonstrates the dangers. Her research, which showed serious side effects of a new drug treatment, was nearly quashed by the corporate co-sponsor of the project. There is mounting evidence that greater reliance on private funding is narrowing the focus of universities and academic research, and could lead



to the emergence of a two-tier post-secondary system.

"With the deteriorating conditions faced by our members and their students, we need to educate and mobilize the public," stated CAUT Executive Director James

Turk in his report to Council.

The campaign plan, adopted in principle by Council, is organized around four main activities: research and lobbying; communications; mobilization; and coalition building.

The first phase of the campaign will begin on Jan. 4, 1999, and will focus on expanding CAUT's capacity to critically analyze current issues affecting post-

See CAMPAIGN... Page 6

Olivieri Update Sick Kids Should Stop Review

CAUT COUNCIL ADOPTED a strong statement about the ongoing case of University of Toronto clinician Dr. Nancy Olivieri at its semi-annual meeting held in Ottawa on Nov. 20-22.

"We are alarmed at the response of the Hospital for Sick Children and the University of Toronto to the case of Dr. Nancy Olivieri. Dr. Olivieri has charged that Apotex, Inc., a pharmaceutical company, tried to prevent her publicizing her research findings that raise serious questions about the safety of a new drug Apotex is developing.

"After a good deal of public pressure, the Hospital for Sick Children set up a flawed review process

to examine these charges. The chair of the review panel has had a previous relationship with the pharmaceutical company. The other two members of the panel were selected by the chair only after he had conducted much of the investigation. No procedural safeguards were put in place.

"The Canadian Association of University Teachers urges the Hospital for Sick Children and the University of Toronto to stop this flawed review immediately and replace it with a proper, independent, external inquiry."

CAUT's standing committee on Academic Freedom and Tenure was asked to give the Olivieri case immediate attention. ■

L'ACPPU lance une campagne de sensibilisation du public

DANS UN GESTE SANS PRÉCÉDENT, l'Association canadienne des professeures et professeurs d'université lance une campagne nationale de sensibilisation pour attirer l'attention du public sur l'aggravation de la crise à laquelle fait face le monde de l'enseignement postsecondaire au Canada. Lors de son assemblée tenue du 20 au 22 novembre à Ottawa, le Conseil de l'ACPPU a voté en faveur d'une importante campagne à long terme qui mettra en lumière les effets des compressions budgétaires, de la montée en flèche des frais de scolarité, du rôle croissant du secteur privé dans les universités canadiennes. En outre, la campagne préconisera des changements pour améliorer la qualité de l'enseignement postsecondaire et son accessibilité.

«Sans l'appui du public, nos meilleurs efforts de lobbying ne rapporteront rien et les problèmes que vivent les universités empireront», a déclaré au Conseil Bill Graham, le président de l'ACPPU. «Je ne pense pas que les Canadiens et les Canadiennes sont pleinement au courant de la situation de l'enseignement postsecondaire au Canada. C'est pourquoi nous devons lancer une campagne nationale pour sensibiliser le public aux problèmes et leur offrir de vraies solutions.»

Depuis plus de dix ans, l'enseignement postsecondaire subit des réductions considérables du financement gouvernemental. Ces coupes ont fait grimper de 90 p. 100 les frais de scolarité depuis 1990 et ont entraîné la réduction de l'accès

aux universités, l'augmentation du nombre d'étudiants par professeur, la diminution des ressources pédagogiques et de recherches ainsi qu'une hausse de 240 p. 100 de l'endettement des étudiants.

Or, à mesure que le financement public se raréfie, les universités se tournent de plus en plus vers le secteur privé pour combler leur manque à gagner, ce qui amène de graves conséquences pour la liberté universitaire et la recherche. À titre d'exemple, l'affaire du Dr^e Nancy Olivieri, de l'hôpital des enfants malades et de l'Université de Toronto, illustre de manière flagrante le danger de dépendre du secteur privé. Les recherches du Dr^e Olivieri ont révélé qu'un nouveau

Voir PUBLIC... à la page 4

INSIDE ■ À L'INTÉRIEUR



Lessons
Learned in
Bargaining

3



Taking on
the Global
Market

7



Transforming
the High-Tech
Industry

32

Selling Public Education
to the Highest Bidder

4

Undergrad Enrolment

5

Hiring at UCCB

6

Annonces classées

9

CAUT ACPPU BULLETIN

PUBLISHED BY/PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeurs et
professeurs d'université

2675, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhamme@caut.ca

PRESIDENT/PRÉSIDENT
Bill Graham

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR/RÉDACTEUR EN CHEF
Liza Duhamme

ADVERTISING & CIRCULATION/PUBLICITÉ ET DIFFUSION
Stella Mazzarolo

EDITORIAL ASSISTANT/ADJOINTE À LA RÉDACTION
Louise D'Anjou

TRANSLATION/TRADUCTION
Louise Caron

GRAPHIC DESIGN/GRAPHISME
Kevin Albert

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

COURRIER DES LECTEURS

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

The CAUT Bulletin is published the first week of each month September through June. Average distribution 31,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

Copyright: Reproduction without written permission by the publisher and author is forbidden. Copyright in letters and other materials submitted to the publisher and accepted for publication remains with the author, but the publisher may choose to translate and/or reproduce them in print and electronic form. All signed articles express the view of the author. CAUT Guidelines and Policy Statements are labelled as such.

Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen : 31 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le Bulletin est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces classées et un choix d'articles sont reproduits dans le Bulletin interactif, sur le site www.caut.ca.

Droit d'auteur: Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. L'auteur conserve le droit d'auteur pour les lettres et autres documents soumis à l'éditeur et acceptés aux fins de publication. L'éditeur peut cependant choisir de les traduire ou de les reproduire, ou les deux, sous forme imprimée et électronique. Tous les articles signés s'engagent que leurs auteurs. Les énoncés de principes et les directives de l'ACPPU sont présentés comme tels.

MEMBER OF/MEMBRES DE
Canadian Association of Labour Media
L'Association canadienne de la presse syndicale

CAUT
ACPS

PRINTED IN CANADA/IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

APOLOGIES

The UNESCO conference report on the threat to academic freedom promised for this edition of the Bulletin was not available at press time.

APEC — A Different Shade of Red

BY STEVE HEWITT

VIDEO FOOTAGE OF RCMP OFFICERS PEPPER-SPRAYING protesters last year at the University of British Columbia has become a regular item on nightly newscasts. What has been woefully lacking, however, is any broader analysis about what these images represent.

One important issue completely missed by the media involved something the RCMP did, not on the day of the conflict, but in the weeks leading up to it. This involved the infiltration of anti-APEC organizations and the creation of intelligence profiles of some leading protesters. It is truly a case of *déjà vu*. Campus intelligence work is part of the RCMP's 20th century identity, although one that has gone unrecognized in the force's 125th anniversary celebrations.

The real birthday of the modern force lies in 1920 when the Dominion Police amalgamated with the Royal North West Mounted Police to form the RCMP. From that point until 1984 when the federal government created the Canadian Security Intelligence Service, the RCMP's duties included regular crime fighting and covert intelligence work. It was the intelligence work that created much of the controversy in the 1960s and brought the RCMP into conflict with CAUT.

In April 1961, intelligence work on university campuses became a public issue when a student at the Université Laval complained to a newspaper about a Mountie's attempt to recruit her as an informant. The matter eventually reached the House of Commons where it created considerable heat for the government of John Diefenbaker.

CAUT spent the next two-and-a-half years lobbying the federal government for some sort of policy to govern security work on campuses. Having failed to persuade the Diefenbaker government, it had greater success with Diefenbaker's successor, Lester Pearson. In November 1963 an agreement was reached between representatives of the government, CAUT, the National Federation of Canadian University Students, and the commissioner of the RCMP. This agreement, which was never formally ratified by parliament, led to the almost complete cessation of security intelligence activities on university campuses. Or so, relying on RCMP policy records, reported the McDonald Commission in its final report.

The reality, as revealed through RCMP records obtained under the Access to Information Act, was something completely different. RCMP intrusions on campuses escalated in the latter half of the 1960s as a mirror to the increasing student unrest. Not only was the 1963 agreement ignored by the force, but its members were allowed to both interpret its meaning and ensure their own compliance. The RCMP narrowly interpreted the agreement so that its only impact on campus operations was a continuation of a restriction started in 1961 when Minister of Justice Davie Fulton verbally forbade the RCMP from recruiting sources on campus. The only exception to this policy was that officers could accept "volunteer" information. By 1967 an official policy had been developed on how to recruit "volunteer" sources.

Other sources of information, including officers on campus as students, were used at some institutions. When necessary, the Mounties conducted surveillance operations on campus. Cumulatively, these various avenues provided the RCMP with a thorough idea of what was happening at universities. Included as a target of intelligence operations was their main critic in the 1960s, CAUT. Reports began in 1962 and continued until the early 1980s. In June 1968, headquarters instructed RCMP divisions to prepare intelligence assessments of CAUT's executive members, including their attitudes toward security investigations on campus.

The matter of RCMP investigations on campuses became a public issue again after the 1970 October Crisis. For a brief period the Trudeau government removed the "restrictions," although the move made no appreciable difference to RCMP work. A few months later, the government reinstated the Pearson agreement with one difference: Solicitor-General Jean-Pierre Goyer secretly rescinded Fulton's 1961 order. By then, however, campus protest had declined significantly, while the RCMP was becoming increasingly sophisticated in its approach to work on campus. In 1984 the issue appeared finished as CSIS took over such work from the Mounties. Then along came the APEC affair at UBC and a reminder that it is not always so easy to shed the past.

(Steve Hewitt teaches history at the University of Saskatchewan and is working on a history of RCMP intelligence activities at Canadian universities.)

How Not to Promote Equity — Learning from the UBC Saga

BY THE SUMMER OF 1994 THE UNIVERSITY OF BRITISH Columbia was faced with an escalating crisis in the Political Science Department, caused by complaints of pervasive racism and sexism lodged by a handful of graduate students. UBC appointed Vancouver lawyer Joan McEwen to investigate. In reaction to McEwen's June 1995 report, which upheld the charges, finding that sexual harassment, racism and sexism were widespread within the political science department, the university closed admissions to the graduate program. The administration made no attempt to differentiate between charges relating to matters of program governance and those relating to individual cases of sexual or racial harassment or systemic discrimination. The administration succeeded in tarnishing the reputation of an entire department, by treating the McEwen report as though it were a judicial decision, and to issue it to the world as though it was the last word rather than the first word in this affair. The McEwen Report and the university's handling of it resulted in months of damaging front-page publicity. Four years later, UBC President Martha Piper apologizes to the political science department. The following extract is from a recent article written by Professor Paul Marantz, a faculty member in the political science department, and published in the Faculty Association of the University of British Columbia Newsletter.

PRESIDENT Martha Piper's recent apology to the political science department for the University of British Columbia administration represents a sincere effort to right a wrong and to turn the page on one of the most disgraceful chapters in the university's history.

She wrote: "It is clear that in 1994 the *ad hoc* procedure devised to deal with complaints against your Department was

inadequate and in part explains the flawed report that emerged and the University's subsequent inappropriate action. For this error I apologize on behalf of the University." Dr. Piper also acknowledged that the head of the department at the time, Don Blake, "acted honourably in the face of harsh and unproven criticism."

This apology followed the release of the second of two reports by investigators for the B.C. Human Rights Commission. Two students who were central to the complaints against the political science department also lodged complaints with the Commission. Both reports concluded there were no reasonable grounds with respect to any of the complaints to merit a hearing by the Human Rights Tribunal.

This conclusion was very different from that reached by the badly flawed McEwen report.

We have learned from this sad saga, but at a very high price. University procedures for dealing with discrimination and harassment complaints have been vastly improved. The report of an investigator no longer goes directly to the President. Instead, it is referred to a three-person panel that hears the response to the report of the complainants and respondents before making its recommendations for action.

There is also, belatedly, a broader recognition that due process and the careful weighing of allegations are not obstacles to equity but essential prerequisites for it.

Unless members of the university community are convinced that fair and rigorous procedures are being followed to distinguish well-grounded allegations from groundless charges, divisiveness and heated debates over procedural questions will impede the pursuit of the goal we all share — the nurturing of a climate of mutual respect in which diverse perspectives can be freely espoused, welcomed, and debated.



BARGAINING & BENEFITS

Negotiations at the University of Manitoba

Dialogue with Membership is Key to Success

BY ROBERT CHERNOMAS

DURING OUR RECENT NEGOTIATIONS at the University of Manitoba a sow's ear was turned into a silk purse. The administration's efforts to divide the faculty on the issue of mandatory retirement was thwarted by the faculty association's careful attention to membership process.

On Nov. 15, about 10 hours before our strike was to begin — we settled with the administration team with the assistance of a mediator. The process had been a long and difficult one that began in June of 1997 when the administration made us an offer to avoid bargaining altogether.

That offer included a token amount of money, mandatory retirement for members over age 65 (something contrary to the provincial human rights act but authorized by special legislation affecting only academics), and a promise not to declare a financial exigency. This they offered as a "maintenance agreement."

Under Attack

We had been on strike in 1995 resisting the administration's attempt to gut our exigency clause and effectively end tenure. In the interim the provincial government had passed legislation that required the university and the newly established Council on Post Secondary Education (COPSE) to collaborate on generating performance indicators for the University of Manitoba.

In due course, we learned COPSE was considering the possible closure of one of our faculties. It seems we had too many full-time professors who made our program more costly than either Brandon's or Winnipeg's where they use more sessionals.

Not surprisingly, performance indicators became one of our bargaining priorities.

During this time we also became acutely aware of potential problems evolving with information technology through issues raised by our own members, the York strike and a CAUT-sponsored conference on technology.

Our administration also began to introduce a system-wide annual comprehensive faculty evaluation process that looked suspiciously like annual tenure reviews and without the due process protections incorporated into hiring, tenure and promotion procedures.

Other contentious issues included protection for long-serving members hired on contingent funding, and release time for UMFA officers. Finally, the membership told us repeatedly how concerned they were with faculty renewal.

Broadening Our Team

The first thing we did was reject the administration's pre-opening offer after a general membership meeting. Then we put together a collective agreement committee. The committee members included people skilled in dealing with the issues the administration and the government put on our agenda.

We had a contract that was largely 20 years old, and we believed it was time to write one for the 21st century. In July our committee began to write contract language for articles either to be added to the collective agreement or to amend the existing language.

The committee was to meet regularly with the faculty association executive to ensure a solid and synergistic relationship with the elected leadership. Regular reports were made to the Board of Representatives and bargaining priorities were authorized by the membership in January of 1998.

By the time bargaining began in March, we had established positions and written contract language.

Getting Our Message Out

During this process we produced 25 newsletters styled by a professional journalist committed to trade unions and with whom we worked closely on content. We also arranged dozens of constituency meetings both for individual departments and for the general membership.

We presented our positions to our students through advertisements in the student newspaper and through direct contact with student leaders. We wrote letters to the local press and conducted media interviews (the job of the president in our association). A few days before the strike deadline the bargaining team also held a news conference.

Financing Our Proposals

During bargaining we formulated a plan for how the university could afford to finance our proposals. We took the administration's own numbers from its recently suspended early retirement program, projected the net savings from renewing this plan over the next five years and concluded it would generate \$15 million in savings.

When the administration said it could not afford the upfront costs, we offered a loan from our strike fund to provide the bridge funding on condition a strike could be avoided and the loan repaid before the contract expired. This proposal was strongly endorsed by our membership.

Building Membership Support

What made this round of bargaining successful was the relationship of the bargaining team with the membership. Logical arguments, facts and analysis matter but what distinguishes a successful round of bargaining from a less successful round is membership support.

We repeatedly explained our positions both in writing and in meetings and tried to maintain maximum contact with the membership. We modified and pursued bargaining positions and stuck to priorities based on the feedback we received from the membership. This resulted in a successful strike vote and a clear message that the membership was behind its bargainers.

Victory

The new contract contains improvements in all the areas we had identified as important and several lower profile changes that improve the life of academic staff.

On performance indicators, the university has agreed to study the issue jointly with the association. Moreover, for the life of the contract, no member will be discontinued for academic reasons. In practice, performance indicators cannot be used to trigger closures of academic units.

On faculty renewal, the administration has agreed, where the university grant is stable, to maintain existing human resources, with comparable positions, at or above the current levels. A joint committee will study retirement options, retirement incentives, and renewal and report back to the community.

For the first time, an article on performance evaluations will appear in the collective agreement. Protections for tenure, due process and procedural fairness are key elements in the article.

The agreement gives the academic staff the right to choose whether or not to use various educational technologies, the right to exercise copyright and intellectual property rights whatever the medium, and protection from job loss that could otherwise result from the use of such technologies.

As an alternative to the administration's demand for compulsory retirement, we negotiated a provision for reduced appointments to occur following age 70.

We also achieved the improvements we sought for those members on contingent ("soft money") positions. These members will, under general conditions, now have the right of first refusal for new appointments doing the same or substantially the same duties.

An article on release time for association officers will also appear in the new contract. A formula for compensation has been set, and association service is explicitly acknowledged as service to the university community.

A number of other improvements were gained in existing articles of the collective agreement and several joint committees were established to study intellectual property, promotion, salary structures and a tuition fee scholarship plan.

Full increments have been restored, scale increases will occur for the first time in some years and days without pay are gone.

(Robert Chernomas was the chief bargainer for UMEA during this round of negotiations at Manitoba.)

Call for Applications

1999 ACUNS/ASIL Summer Workshop on International Organization Studies

Yale University, 25 July - 6 August 1999

REBUILDING TORN SOCIETIES: ISSUES OF GOVERNANCE AND INTERNATIONAL ORGANIZATION

Completed applications must be postmarked by January 15, 1999. Advanced graduate students, post-doctoral scholars, and younger faculty from institutions in all countries are encouraged to apply. The subject matter is open to those whose research focuses on the roles of governance (at local, state, international or NGO levels) and international organization in the complex task of rebuilding torn societies. Twenty to twenty-five participants will be selected. For more information and application guidelines, please contact:

ACUNS/ASIL Summer Workshop
Yale University, Box 208206
New Haven, CT 06520-8206
Attn: Program Assistant
Tel: 203/432-6512
Email: acuns@yale.edu

The MORTGAGE Centre

Never before have CAUT members had such power! Now you can sit back and let Canada's leading lenders compete for the opportunity to fund your mortgage.



The Mortgage Market is made up of Canada's most innovative leading lenders.

- Toronto Dominion Bank
- Bank of Montreal
- SunLife Trust
- National Bank of Canada
- CIBC
- FirstLine Trust
- Hong Kong Bank of Canada
- plus many others...

Mortgage Rates*

6 mth	5.90
1 year	5.65
2 year	5.80
3 year	5.90
4 year	6.00
5 year	6.05
10 year	6.30

Contact Us Today!

TEL 1.888.216.7770

FAX 1.888.216.7771

WEB www.caut.ca/mortgage_centre/

EMAIL mtgcntr@concentric.net

* Mortgage rates as of Dec. 7/98. These rates are subject to change without notice. 6 mth rate is convertible. All yearly rates are closed.

University Dispute Resolution Preventing and Resolving Disputes in a University Setting

An advanced clinic for decision makers
June 21-25, 1999 • University of Victoria

This intensive clinic is especially designed to develop strategies for addressing key issues affecting academic and administrative decision makers: equity, power, diversity, financial stress, and change. Deans, directors, chairs, and senior administrators will gain an understanding of dispute resolution concepts and skills applicable to a university setting. They will also be invited to bring examples and scenarios from their universities for analysis.

Facilitator: Gordon Sloan, LL.B.

Resource Person: Prof. Stephen Owen, Q.C., LL.B., LL.M., MBA;
Director, UVic Institute for Dispute Resolution

Fee by March 5, 1999: \$2,995; after March 5, 1999: \$3,145
(includes tuition, materials, accommodation for five nights, all meals, and refreshments at University of Victoria's executive training centre, Dunsmuir Lodge. Enrollment limited).

This is a collaborative professional development project by the Institute for Dispute Resolution, the Division of Continuing Studies, and the Faculty of Law at the University of Victoria.

Contact IDR: phone (250) 721-8777 • fax (250) 721-6607
e-mail: uvleidr@uvic.ca • www.uvic.ca/arts/resolve/



UNIVERSITY OF VICTORIA

The Canadian Consortium for International Social Development (CCISD) is a consortium of scholars, activists and organizations doing and promoting applied research and advocacy on international issues of social policy and social development. CCISD manages the IDRC-funded Canadian-Developing Country Program in Social Development Research under the Assessment of Social Policy Reforms Initiative (ASPRI).

CCISD repeatedly receives requests from researchers, academics, non-governmental organizations and government departments in Canada and in developing countries for information on progressive economic and social development researchers, practitioners and projects. These requests prompted CCISD to design a "user friendly" best practices database on international social development. The database is designed as a registry and a forum for collating lessons learned in specific disciplines related to social and economic development. It is accessible online in French, English and Spanish at <http://www.ccisd.ca>.

CCISD encourages academics and researchers across the country to register with the database. Why register on the CCISD Database?

1. To increase the profile and usefulness of your research/project;
2. To develop new partnerships and create opportunities for networking with researchers/project leaders in other parts of the world, who are doing similar work;
3. To create opportunities to do cross-regional studies and cross-sector studies and develop mechanisms for ongoing research with new partners;
4. To disseminate information on lessons learned in your research/project and learn from the similar experiences of others;
5. To expand your project/research opportunities.

CCISD - CCDSI

1719 Duntown Tower, Carleton University, Ottawa, Ontario, K1S 5B6
Tel: (613) 520-2600 ext. 2199 Fax: (613) 520-2344 Email: ccisd@ccs.carleton.ca
Register at web site <http://www.ccisd.ca>



Call for Applications

1999-2000 ACUNS Dissertation Awards

As part of the effort to invest in the next generation of scholars and with financial support from the Ford Foundation, the Academic Council on the UN System has established a competitive awards program for two social scientists or the equivalent for legal scholars. These awards can be used independently or in conjunction with another fellowship. Subsequent to review by an independent selection committee, these awards will be disbursed in July 1999 to cover the period 1 July 1999 - 30 June 2000.

A completed application will include a 3-4 page description of the applicant's dissertation research proposal, curriculum vitae, and at least one letter of recommendation from the applicant's doctoral mentor or a faculty member who knows his/her work. It is the sole responsibility of the applicant to ensure that his/her dossier is complete by the application deadline. Completed applications must be postmarked no later than January 15, 1999.

Applicants must be (or must become) ACUNS members and will be notified of the decision of the selection committee during the spring of 1999. For further guidelines and an application form, please contact:

ACUNS • Yale University • Box 208206
New Haven, CT 06520-8206
Attn: Dissertation Awards
Tel: 203/432-6512 • Fax: 203/432-5634
Email: acuns@yale.edu

Public Education for Sale?

BY DAVID CLIPSHAM

THE WARNING SIGNS HAVE been there for a long time, but many of our colleagues have regarded as unduly alarmist the argument that post-secondary education is in danger of being turned into a "commodity," that university scholarship is increasingly being shaped and directed by the profit motive.

The Education Industry Summit, held in Toronto on Oct. 7, 1998, set out a new vision of education in bold and simple terms. Participants were invited to "explore a \$700-billion growth industry for the finance and investment community." The presence of Sergio Marchi, Federal Minister of Trade, at the Summit provided high level endorsement of this vision.

In some ways we should be grateful to the Summit for making this new reality so clear. We've seen governments cut back public funding for education, increase tuition fees, pressure universities to seek

out corporate "sponsors" and "partners." But most of us have continued to take for granted the principle of publicly funded education. Suddenly it becomes clear that the unthinkable is taking place. The old vision (achieved after centuries of struggle) of education as a public good, available to all, is to be replaced by a new vision of the education industry.

Such a clear and coherent articulation of the commercial vision of education has the virtue of challenging us to articulate the alternative with equal clarity. A coalition of organizations, including the Canadian Teachers' Federation, the Canadian Federation of Students, the Canadian Union of Public Employees, the Ontario Federation of Labour, the Ontario Public Service Employees' Union and CAUT opposed to the privatization of public education held a press conference at the Summit.

Speakers from all these organizations pointed out the conse-

quences that follow when society starts to conceptualize education as a commercial opportunity rather than a public investment. As we turn education into a marketable commodity, we will undermine the principle of universal accessibility to education at all levels. Commercial interests are going to exercise increasing control over the nature and diversity of reaching and research within their "industry." The education system will still need to rely heavily on public funding, but with this reshaping of education to meet commercial concerns the public money will now serve corporate interests rather than the public interest. All speakers called on the federal and provincial governments to return to the vision of education as a public good and to restore funding. ■

(Professor David Clipsham teaches in the Department of English at Glendon College, York University. He is also a member of CAUT's Executive Committee.)

L'ACPPU lance une campagne de sensibilisation du public

SUITE DE LA PAGE 1

médicament qu'elle expérimentait comportait de graves effets secondaires. La compagnie qui coproduisait le projet a presque annulé les recherches du médecin. Les preuves s'accumulent selon lesquelles une plus grande dépendance des fonds privés restreint l'orientation des universités et de la recherche universitaire et pourrait conduire à un système à deux paliers.

«Nos membres et leurs étudiants faisant face à une détérioration continue de leurs conditions, nous devons mobiliser et informer le public», a déclaré James Turk, le directeur général de l'ACPPU, dans son rapport au Conseil.

Le Conseil a adopté en principe le plan d'action de la campagne qui s'articule autour de quatre activités principales : la recherche et le lobbying, les communications, la mobilisation et la création de coalitions.

La première étape sera lancée le 4 janvier 1999 et consistera à accroître la capacité de l'ACPPU à analyser de manière critique les problèmes qui touchent actuellement l'enseignement postsecondaire ainsi qu'à informer et à mobiliser les membres et le public.

Étant donné que l'ACPPU compte parmi ses membres de nombreux grands spécialistes au Canada, un comité consultatif bénévole de recherches, formé de membres spécialisés dans les questions liées à l'éducation, sera créé. Il déterminera les besoins actuels en recherche et aidera à mettre au point un plan d'action à plus long terme en

matière de recherche. Pour aider à soutenir cette initiative de recherche, l'ACPPU est en voie de créer une bourse de recherche et invitera des chercheurs en études sur l'enseignement postsecondaire.

De même, un comité consultatif de communications formé de professeurs en journalisme et en communications sera mis sur pied pour aider à concevoir une stratégie efficace des médias et des relations publiques. Le comité sera chargé de donner des conseils spécialisés sur la manière d'élaborer et de communiquer les messages clés de la campagne.

La campagne aura également comme objectif d'augmenter la ferveur militante chez les membres de l'ACPPU et d'augmenter le nombre de membres qui sont engagés. Un éventail de projets et d'activités, des plus modestes aux plus dramatiques, sont proposés afin que chaque association locale puisse déterminer ce qu'elle estime approprié pour ses membres et sa collectivité. Il pourrait s'agir, par exemple, de mener des pétitions, de tenir des audiences publiques et des séances d'études, d'organiser des manifestations publiques ou d'autres activités pour attirer l'attention du public sur des problèmes et des solutions.

Enfin, le projet de campagne reconnaît l'importance de nouer des liens avec des coalitions. L'ACPPU prévoit collaborer avec des partenaires d'optique commune des milieux étudiant, syndical et communautaire pour partager de l'information et des activités. L'ACPPU a récemment contribué à la fondation du Réseau pour l'éduca-

tion publique/Public Education Network, une coalition pancanadienne qui réunit pour la première fois toutes les grandes associations de professeurs, d'enseignants et d'étudiants du Québec et du reste du Canada.

Lors de l'assemblée du Conseil de l'ACPPU, les associations locales ont convenu que le lancement de la campagne donnerait lieu à un engagement important et à long terme. On a fait remarquer que des campagnes fructueuses ne donnaient pas de résultats immédiats mais nécessitaient de la planification, de la persévérance et de la créativité.

«La campagne contre la dette et le déficit entreprise par le secteur privé n'a pas eu d'échos dans l'opinion publique avant le début des années 1990, soit au moins dix ans après le premier avertissement sur la prétendue «crise», a signalé Bill Graham. «De la même façon, de nombreux groupes ont mis en garde les Canadiens et les Canadiennes contre les conséquences des compressions dans le domaine de la santé dès l'arrivée au pouvoir du gouvernement conservateur de Brian Mulroney. Cependant, la question de la santé n'a dominé l'opinion publique qu'au cours de la dernière année, a-t-il ajouté.

«Les universités où nous travaillons, les étudiants à qui nous enseignons et notre profession doivent relever des défis sérieux», a déclaré M. Turk après que le Conseil a adopté le plan d'action de la campagne. «Cette campagne de sensibilisation du public aidera l'ACPPU à réagir avec vigueur, créativité et efficacité.» ■

Yikes! A Primer on Copyright

THINK OF A WRITER HUDDLED in an unheated apartment. By candlelight she is putting the finishing touches to a manuscript. Her work is brilliant. It has the potential to bring her fame and fortune — unless someone floods the market with an unauthorized version. Still, the writer is at peace. She knows that copyright, the legal right of an author to control the use of his or her work, will ensure that she benefits from her efforts.

Is this What Copyright is About?

Yes, but only in part. Copyright also deals with the interests of the users and owners of creative works. Ownership is a critical point. The creator and owner of the work are often different, and it is the owner who derives the bulk of copyright's benefit. In a broader sense, copyright is the body of law that governs the ownership, reproduction and distribution of artistic, literary and scientific works.

This law is said to balance the needs of creators, users and owners. Users need access to creative works. Creators and owners require recognition, financial remuneration and control to justify producing new material. If the balance between these parties is upset, the public interest suffers. Weak copyright protection can undermine the incentive of creators to produce new works. At the other extreme, copyright law

that is too rigid hinders access to knowledge.

Copyright is set out in a complex array of international treaties and conventions, and in Canada falls under federal jurisdiction. The governing statute is the *Copyright Act*. In recent years this *Act* has undergone substantial revision in response to changes in international law and to developments in communication technology.

Copyright Reform

Phase I, which strengthened the rights of creators and owners, was completed in 1988. Phase II, originally intended to provide similar guarantees to users, concluded this last year. CAUT was a active participant in both phases. Phase III is scheduled to start in 1999. This phase will deal with copyright and electronic communication.

Copyright law has always allowed for "fair dealing" or "fair use." Under this doctrine, some creative work may be copied, without the consent of the copyright owner, for educational, research or private personal use. Phase II was originally envisaged as the opportunity for broad "fair dealing" exceptions to be written into the *Copyright Act*. Unfortunately, Phase II only resulted in very narrow "fair dealing" exceptions.

As a result, academics face a tightening web of restrictions on their use of scholarly material. In addition, educational institutions

are paying enormous sums in licensing fees to the owners of copyright. If this simply meant that creators received just compensation for their efforts, this might not be a problem. However, the traditional creator/user dichotomy is not a complete analytical model of copyright in the late 20th century. In the university setting, for example, much of the material used in instruction and research is created by academics for academics, but the copyright is handed over to journal publishers as a condition of publication. As a result, stricter copyright laws do not benefit creators or increase accessibility to knowledge, but serve to divert public money to private publishing companies.

As Phase III of the reform process nears, CAUT is preparing to argue again for a legislative balance among the interests of creators, users and owners. During Phase II, CAUT established informal alliances with groups that shared our concerns, such as the Canadian Library Association. These alliances are now being solidified into a formal coalition. Increased awareness among faculty members of copyright issues will ensure that a broad range of voices will be heard as Phase III commences and copyright law is adapted to the digital age. ■

This article was supplied by the CAUT Copyright Group to promote understanding on the subject of copyright.

NEWSLINE

CAUT Helps Fund Protesters' Defence

CAUT President Bill Graham has sent a donation on behalf of CAUT to the APEC Protesters Legal Defence Fund. This brings to more than \$7,000 the amount donated by faculty associations across Canada. "We are deeply troubled by what happened to protestors on the University of British Columbia campus during last year's APEC summit and by the federal government's response," Graham said. "The government of Canada should have paid the legal fees for the students who took complaints to the commission of inquiry." According to Graham, a full, judicial inquiry is required to satisfy Canadians' concerns with the fundamental issues of democratic rights raised by this case.

CAERA Now on the Web

Construction of the Canadian Association of Emeriti and Retired Academics web site (caera.caut.ca) is now complete. Members can read and post observations and comments likely to be of interest to academics and retirees across the country.

Brandon Faculty Ratify New Contract

Members of the Brandon University Faculty Association voted overwhelmingly to accept the tentative agreement that had been reached Nov. 11 with the assistance of Mediator John Scuffield during their three-day strike. The four-year agreement features an increase in salaries averaging one per cent per year, one service increment in each year of the contract, three back increments and a signing bonus of \$500 per full-time member. Other features include the right to privacy consistent with the traditions of academic freedom; the creation of a technology review committee; and, language to enhance the role and strengthen the status of departmental recommendations regarding workload assignment. The new contract expires in March 2002.

Trends Across Canada in Undergraduate Enrolment

PRELIMINARY ENROLMENT DATA for 1998-99, released in November by the Centre for Education Statistics, showed an overall increase in the number of students registered for full-time study at Canadian universities, and a decrease in part-time registration.

For all Canadian universities and university colleges combined, there were 507,195 full-time undergraduate students registered by October 1998, and 200,050 part-time undergraduate students. This represents an increase of 1.2% in full-time undergraduates since 1997-98, and a 2.9 decrease in part-time undergraduates. The Centre suggests one of the reasons for the shift from part-time to full-time registrations has to do with cutbacks in university funding — that universities may be concentrating efforts on full-time students at the expense of resources for part-time studies.

At the provincial level, the number of full-time undergraduate students varied from 2,425 in Prince Edward Island to 197,678 in Ontario. Part-time undergraduates ranged from a low of 472 in PEI, and to a high of 76,735 in Quebec.

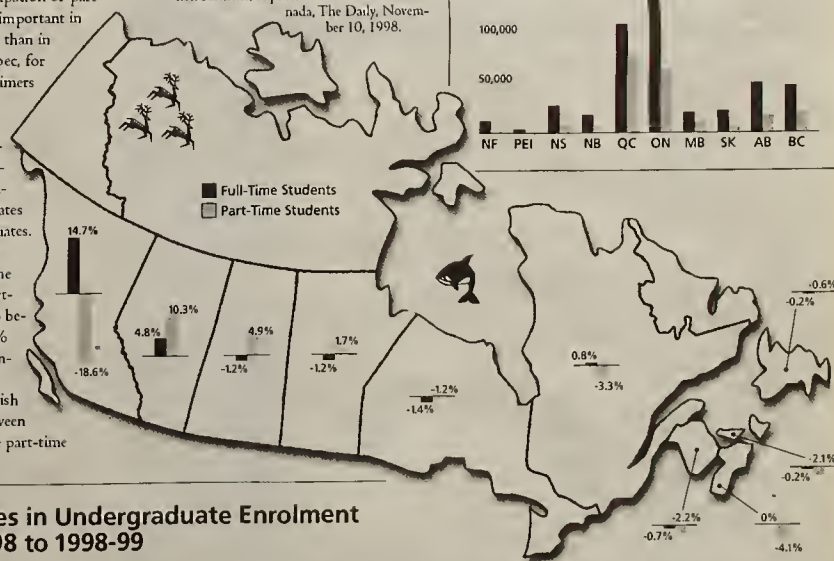
Most provinces saw relatively small changes in full-time undergraduate enrolments of between -1.4% to 0.8%. The provinces of Alberta and British Columbia, however, experienced more

substantial enrolment increases of 4.8% and 14.7%, respectively. These two western-most provinces also displayed the most dramatic changes in part-time undergraduate enrolment. Alberta increased by 10.3%, while British Columbia decreased by 18.6%.

The participation of part-timers is more important in some provinces than in others. In Quebec, for example, part-timers represent over 17% of total full-time equivalent (FTE) enrolment, including both graduates and undergraduates. In the Atlantic provinces, on the other hand, part-timers make up between 5 and 6% of total FTE enrolment. From Ontario to British Columbia, between 8 and 9.3% are part-time students.

Final enrolment data will be collected for December, and Statistics Canada cautions that the final figures could be substantially (20%) larger at the provincial level. ■

Source: Statistics Canada, Center for Education Statistics, unpublished data. Statistics Canada, The Daily, November 10, 1998.



Changes in Undergraduate Enrolment 1997-98 to 1998-99

Going on sabbatical leave?

Buy your new Volvo at a favourable tax free price and take delivery in Europe.



VOLVO VILLA

Leader in Tourist and Diplomatic Sales.
212 Steeles Ave. West, Thornhill, ON L4J 1A1
☎ 905.886.8800 ☎ 905.886.0081

Volvo overseas delivery offers a wide range of quality vehicles available for overseas purchase at extremely favourable prices.

Enjoy the convenience of your own Volvo overseas. It gives the freedom to see Europe your way. Take advantage of this opportunity and we'll take care of all the paper work.

Choose where you want your new Volvo to be delivered. Utilize the Volvo assistance Europe scheme and the "Volvo Home Shipment Program."

Enquire about our worldwide delivery program.

For information call Gord Allard.

1-888-TDS-5898

CALL FOR PAPERS

Interdisciplinary Reflections on the Future May 6 to 8, 1999

"REMEMBER THE FUTURE. IMAGINE THE PAST." — ALLEN GINSBERG

Keynote Speaker:
Marjorie Garber

MA in Humanities: Interpretation
and Values, Laurentian University,
Sudbury, Ontario, Canada

Scholarship tends to centre on the past. The purpose of this conference is to look to the future with equal concern, acknowledging the integral relationship between future and past. Why is it important to be aware of the relationship?

In what ways can the Humanities address the future? The conference will respond to such questions from interdisciplinary perspectives. Proposals (200-300 words, in either English or French) are invited for 20-minute papers or panels. Themes could include the following:

- Politics and the Future
- Reading and the Future
- Morality and the Future

- Culture and the Future
- The Past as the Future
- The Soul and the Future
- Gender and the Future
- Performance and the Future
- Science/Technology and the Future

Following the conference, selected papers will be published in Laurentian University's interdisciplinary Humanities journal, *Anachni*.

Submit proposals by January 15, 1999 to the Chair of the Colloquium Committee, MA in Interpretation and Values, Laurentian University, Sudbury, Ontario, Canada P3E 2C6.

Join the Group!

Home & Auto Insurance Program

Call Toll free Canada-wide

1-800-263-4230

for a free no
obligation quote

on your Home,
Condominium,
Tenants & Auto
Insurance needs.



group@gan-canada.com www.gan-canada.com

UCCB Condemned for Hiring Practice

A BIZARRE HIRING PRACTICE AT the University College of Cape Breton has again become a contentious issue as the university college searches for a new dean of arts and letters. Ironically, it is a "letter" that sparked the controversy in the first place.

Applicants were not told in the advertisement that the successful candidate must sign an undated letter of resignation before taking up the position. Faculty members in the department have asked President Jacquelyn Scott to abandon the practice, but she has refused.

In November the University College of Cape Breton Faculty Association issued a press release condemning the practice. "The President's practice is dangerous," said faculty association president Professor Michael Manson. "It threatens to undermine the quality of the education the students are receiving at UCCB."

"The deans are the senior academic officers and they must protect academic freedom — the most basic right of university teachers."

Professor Manson further asserts President Scott's practice may prevent the deans from discussing freely and critically UCCB policies with their faculty for fear the President might dismiss them. "Can the faculty feel confident that the deans understand and support the need for faculty to discuss controversial or unpopular issues when the deans have signed away their own right to speak openly and be protected against reprisals?"

Moreover, the faculty association is concerned that President Scott's requirement could lead to the hiring of a dean whose qualifications are not the best.

The faculty association has been unable to find another university in the country that has a similar hiring practice. ■

CAUT's Public Awareness Campaign

FROM PAGE 1

secondary education and to educate and mobilize its members and the public.

Given that many of Canada's leading experts are among CAUT's membership, a volunteer research advisory committee comprised of members with expertise in education issues will be established. It will identify current research needs and assist in developing a longer term research agenda. To help support this research initiative, CAUT is establishing a visiting research fellowship in post-secondary education studies.

Similarly, a communications advisory committee of journalism and communications faculty will be formed to help craft an effective media and public relations strategy. The committee will be responsible for providing expert advice on how to develop and communicate the key messages of the campaign.

A further objective of the campaign is to raise the level of activism amongst CAUT members and broaden the number of members who are involved. An array of projects and activities, from the modest to the dramatic, have been suggested so that each local faculty association can determine what it feels appropriate to its membership and its community. Possibilities include organizing petition drives, holding public hearings and "teach-ins," and staging public protests or other events to draw public attention to problems and solutions.

Finally, the campaign plan recognizes the importance of build-

ing links with coalition partners. CAUT plans to work with like-minded partners among students, in labour and in community organizations to share information and activities. CAUT recently helped found the Public Education Network/Réseau pour l'éducation publique, a pan-Canadian coalition that for the first time brings together all the major faculty, teacher and student associations from Québec and the rest of Canada.

At the CAUT Council meeting, local associations agreed that the launch of the campaign will entail a major long-term commitment. Successful public campaigns, it was observed, do not spring up overnight but require planning, persistence, and creativity.

"The debt and deficit campaign waged by the corporate sector, for instance, did not really resonate with public opinion until the early 1990s, at least ten years after the first warnings were issued about the alleged 'crisis,'" Bill Graham noted. "Similarly, many groups have been warning Canadians about the impact of funding cuts to health care since the Conservative government of Brian Mulroney was in office, but it has only been in the past year that health care has come to dominate public concern."

"The universities at which we work, the students we teach and our profession itself are facing serious challenges," Jim Turk said after Council adopted the campaign plan. "This public awareness campaign will help CAUT respond vigorously, creatively, and effectively." ■



Taking on the Marketeers in a World of Gross Inequalities

Unequal Freedoms: The Global Market as an Ethical System

John McMurtry, Toronto: Garamond Press, 1998; 400 pp; \$24.95 CA.

BY HARRY GLASBECK

WE LIVE IN AN AGE OF STATISTICS. More often than not, they are depressing.

The annual United Nations Development Report, 1997, tells us the net worth of 10 billionaires is greater than the combined national income of the 48 poorest countries. This might not be so bad if the majority's share of the total wealth still gave them a decent standard of living. Even small slivers of a very large pie might be enough.

Regrettably, this is not so in our world. More than 1.3 billion people have to survive on \$1 a day. Globally, three out of four persons in the poorest countries will not live to age 50. About 300 million people live in 16 countries where life expectancy decreased between 1975 and 1995.

Why doesn't most of the world's population stand up and scream "We are not going to take it any more!" In *Unequal Freedoms*, John McMurtry gives us a way to understand why this is not happening.

Having read an early version of this work as an arm's length reviewer for the publisher, I supported its publication — despite its then uncommercial length. I did so because it was different from a host of books spawned by the growing inequalities and our overall sense of impotence. The published version reinforces the recommendation I made to the publisher.

McMurtry sets out to explain why we feel so overwhelmed, why political parties of all stripes ignore our wishes for different policies and tell us our miserable circumstances are the best we have a right to expect. His starting point is that we have internalized the dictates of a system — the market system, as if it were a religious belief that brooks no questioning.

Worse, he argues, we are so devoted that we accept without question the proposition that if we deviate from the religion's teachings and its mandated practices we should be punished for our immorality. Those of us who do not accept the need to maximize our resources or talents to serve our selfish needs are behaving immorally and will be denounced, and worse, discarded.

In an easy-to-follow style, McMurtry shows how we are asked to accept the teachings of the market evangelists in the same way as peo-

ples have been asked to internalize world views over the ages.

McMurtry painstakingly uses his considerable philosophical skills to show how the claims that market principles are like natural laws — immutable and, therefore, cannot be escaped — are palpably wrong. Like a surgeon, armed with the latest laser techniques, the author takes apart the underlying justifications on which the marketeers rely.

The internal contradictions in the theories of Ricardo and Locke and the distortions of their views and those of Adam Smith by modern free market apostles are laid bare.

In one neat passage, McMurtry notes the same people who posit market precepts to be as transcendental as the laws of nature want to punish those who violate these market principles as if they were moral laws. Is the law of gravity regarded as a moral norm, asks McMurtry?

Or, the author asks, how is it that corporations, especially large ones, are seen by modern market gurus as a nice fit within the market paradigm when their very premises — collectives that shield individuals from responsibility for their conduct — run counter to the supposed underpinnings of the market?

Layer after layer of the logic of the market is stripped away in this fashion. This is what makes the book an original contribution. This is not to say one cannot quibble with some of the work's assumptions. For instance, the author argues that market proponents are opposed to government regulation and redistribution of wealth.

While this is undoubtedly true of vulgar marketeers, theorists are more circumspect. Their claim is that regulation and interference with wealth ownership may differ because of the dominance of one set of political values over others, but that in any given political economic milieu the value-free market mechanism will ensure the most efficient use of talents and resources and, by that, generate the maximum welfare within that value-laden system.

To answer this argument it would have been necessary for McMurtry to show it is capitalism's use of the market machinery which lies at the heart of the problems he identifies. But, in his quest to show the hidden values of the market dogma, he does not do this directly. The potential significance of drawing an analytical distinction between capitalism and the market is not exploited.

However, in his concluding chapters, McMurtry draws heavily on the distinction between industrial and finance capital, focusing on the emerged dominance of the latter. This jibes with Marxist critiques of capitalism. But because he does not face the issue head-on, in his recommendations the author concentrates on curbing usury — regulation of banks, taxing financial transactions, making positive use of pension funds — rather than addressing the central problem of the work-for-wages construct that, in an earlier passage he had likened to slavery, an ugly outgrowth naturalized by market idolatry.

In the end, these reservations are not that important. The worth of the book is that McMurtry formulates a moral question. He asserts that any good society would set out to support life. This must be the moral criterion by which to judge political and economic decision-making. By support for life he means "clean air, food, water, shelter, affective interaction, environmental space, and accessible learning conditions" and for the expansion of their availability.

He contends that a worthwhile society is to provide the means to support "organic movement, sentience and feeling, and thought." So he rails — analytically, passionately — against the widely accepted idea that the market is an amoral mechanism, one with no axe to grind.

McMurtry is most persuasive in his assertion that, to the contrary, the market is a scheme based on moral absolutism, one that is totally opposed to life-supporting values: "Its objective is to net more money from money. Money is not used for life. Life is used for money."

This book covers a great deal of the terrain traveled by others troubled by our circumstance, in its provision of data, in its narration of the plotters and plotting behind the free trade deals and the machinations of the IMF and its ilk.

But, it also does something that none of them do. All others look for improvement within the overall scheme. McMurtry asks us to consider the tenets on which our social relations rest and furnishes a powerful argument for rejecting them altogether.

He explains the world and argues that we should change it. It is a passionate, occasionally angry, book, written with cold analytical precision. It is a book in the best tradition of political philosophy. ■

(Harry Glasbeek is Professor Emeritus of Osgoode Hall Law School, York University.)

QUICK REVIEWS



Get Your Message Across: The Professional Communication Skills Everyone Needs

Jacquie Ewart, Gail Sedorkin & Tony Schirato, Chicago: Allen & Unwin, 1998; 180 pp; \$11.95 US.

Whether writing an advertisement, creating a brochure, or drafting a speech, the task usually comes with a tight deadline and not enough in-

structions. *Get Your Message Across* introduces the reader to a variety of communication formats, both written and verbal, and methods for organizing and presenting information. This handy guidebook provides the answers and tells how to quickly master the three main types of communication skills — publications, promotional material, and presentations & events.



Detroit: I Do Mind Dying: A Study in Urban Revolution

Dan Georgakas & Marvin Surkin, Cambridge: South End Press, 1998; 300 pp; paper \$18 US; cloth \$40 US.

This book tells the remarkable story of the Dodge Revolutionary Union Movement, based in Detroit, and the League of Revolutionary Black Workers, two of the most important

political organizations of the 1960s and 1970s. The new edition makes available the full text of this out-of-print classic along with a new foreword by Manning Marable, interviews with participants in the League, and reflections on political developments over the past three decades by Georgakas and Surkin. The new edition includes commentary by Detroit activists Sheila Murphy Cockrel, Edna Ewell Watson, Michael Hamlin, and Herb Boyd. All of them reflect not only on the tremendous achievements of DRUM and the League, but on their political legacy for Detroit, for U.S. politics.

Quick reviews are produced from information supplied by publishers.

POLITICAL SCIENCE

Allan Blakeney and Sandford Borins

Political Management in Canada

SECOND EDITION

\$21.95 PAPER

Thomas Flanagan

Game Theory and Canadian Politics

\$17.95 PAPER

Presented in the form of a dialogue between the authors, the book provides a thorough examination of the roles of politicians and public servants and techniques of management in Westminster systems. What emerges is a sophisticated philosophy of statecraft that recognizes both politics and management, and underlines the importance of balancing the two.

Using a series of case studies to illustrate fundamental concepts of game theory, this is the first book-length application of game theory to Canadian politics. No mathematics more complex than simple algebra is required to follow the exposition. The case studies are not just contrived illustrations of abstract models but intensively researched studies of important episodes in Canadian politics.

UNIVERSITY OF TORONTO PRESS

PHONE: 1-800-565-9523 / FAX: 1-800-221-9985

WWW.UTPRESS.UTORONTO.CA



CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, and two Members-at-large. Nominations are also being sought for election to positions on the four CAUT standing committees:

- Academic Freedom & Tenure — one vacancy;
- Collective Bargaining & Economic Benefits — one vacancy;
- Librarians — two vacancies;
- Status of Women — Person Chairing, two vacancies.

Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 1999.

DESCRIPTION OF POSITIONS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

COMMITTEE MEMBERS

Academic Freedom and Tenure Committee

Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings

(four per year) including fact-finding missions, drafting of documents, and other related duties.

Collective Bargaining and Economic Benefits Committee

Nominees for positions on the Collective Bargaining and Economic Benefits Committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time in between meetings (three per year) to the work of the committee, including conference planning, drafting of documents and other related activities.

Librarians' Committee

Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the Committee's work between meetings (three per year), including the biennial conference, annual insert to the *Bulletin*, drafting or editing documents, responding to enquiries and other related activities.

Status of Women Committee

Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (three per year) including the Status of Women Conference planning (held once a year), annual *Bulletin* insert, drafting of documents, and other related duties.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the person chairing the Status of Women Committee is two years. (Nominees for the Person Chairing normally must have served at least one year on the Committee.) The term of office for members of CAUT standing committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to:

Professor Gordon Shrimpton
Person Chairing, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax: (613) 820-7244

They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any faculty association office or from CAUT) and,
- For nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found in the information service tab no. 48 pages 4 - 7.

NOMINATION DEADLINES

- Academic Freedom and Tenure Committee: January 7, 1999
- Collective Bargaining and Economic Benefits Committee: January 7, 1999
- Librarians' Committee: January 7, 1999
- Status of Women Committee: January 7, 1999
- All other nominations: March 31, 1999 if possible



APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS DE L'ACPPU

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: la présidence, la vice-présidence, et deux postes de membres ordinaires de l'ACPPU. En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU:

- un poste au Comité de la liberté universitaire et de la permanence de l'emploi;
- un poste au Comité de la négociation collective et des avantages économiques;
- deux postes au Comité des bibliothécaires; et
- deux postes au Comité du statut de la femme dont celui de la présidence.

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'Assemblée du Conseil qui aura lieu à Ottawa en avril 1999.

DESCRIPTION DES POSTES

La présidence : La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

LES MEMBRES DES COMITÉS

Le Comité de la liberté universitaire et de la permanence de l'emploi

Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer

beaucoup de temps aux travaux du comité entre les réunions (quatre fois par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes.

Le Comité de la négociation collective et des avantages économiques

Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (trois fois par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes.

Le Comité des bibliothécaires

Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) notamment en participant à l'organisation du colloque biennal, au supplément annuel du *Bulletin*, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité du statut de la femme

Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation de la conférence annuelle du statut de la femme, au supplément annuel du *Bulletin*, à la rédaction de documents et à d'autres tâches connexes.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la présidence du Comité du statut de la femme est de deux ans. (Les candidates à la présidence doivent normalement avoir siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :

M. Gordon Shrimpton
Président, Comité des élections et résolutions
ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2
Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues.
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection.
- Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU et,
- Pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note : Les renseignements au sujet du dégellement pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent dans le service d'information, sous l'onglet 48, aux pages 4 - 7.

DATE LIMITE DES MISES EN CANDIDATURE

- Le Comité de la liberté universitaire et de la permanence de l'emploi : le 7 janvier 1999
- Le Comité de la négociation collective et des avantages économiques : le 7 janvier 1999
- Le Comité des bibliothécaires : le 7 janvier 1999
- Le Comité du statut de la femme : le 7 janvier 1999
- Toutes les autres mises en candidature : le 31 mars 1999 si possible

ANNOUNCEMENTS

ACCOUNTANCY

CONCORDIA UNIVERSITY — The Department of Accountancy invites applications for a senior level position at the rank of Associate Professor or Professor, effective June 1, 1999. Applicants must have a PhD in accounting and a strong record of academic publications. The successful applicant is expected to continue higher scholarly research and publications and teach at the senior undergraduate and graduate levels, including supervision of doctoral students. Applications are also invited for tenure-track positions at the rank of Assistant Professor with teaching and research interests in the areas of financial accounting, information systems, auditing and taxation. The positions are effective June 1, 1999. A doctoral degree (completed or near completion) with concentration in accounting is required. A professional accounting designation is desirable. The Department of Accountancy is one of five departments of the Faculty of Commerce and Administration which has recently been accredited by the AACSB. The department has 25 full-time faculty members and offers courses at the Undergraduate, Diploma, MBA and PhD levels. Graduates of the Diploma in Accounting program have achieved one of the highest pass rates on the CA Uniform Final Examination in each of the past six years. Please send a letter of interest and a curriculum vitae to: Dr. George Karaman, Chair,

Department of Accountancy, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M6. Applications will be accepted until the positions are filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

UNIVERSITY OF WATERLOO — School of Accountancy. Applications are invited for tenure-track positions at the Assistant or Associate Professor rank from those with teaching and research interests in auditing and attestation, financial accounting, management accounting and information systems, and taxation. PhD or equivalent. The salary range is commensurate with qualifications and experience. Closing date for applications is February 28, 1999 and appointments will be effective July 1, 1999. Send curriculum vitae and arrange for three letters of reference to be sent to: Dr. W. Morley Lennox, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons

with disabilities. These appointments are subject to the availability of funds.

ANTHROPOLOGY

THE UNIVERSITY OF VICTORIA — The Department of Anthropology. The University of Victoria (www.uvic.ca) invites applications for a tenure-track appointment at the rank of assistant professor in the sub-disciplines of either biological or archaeological anthropology, effective July 1, 1999, subject to budgetary approval. Candidates should hold a completed PhD and have a strong commitment to teaching and research in a department whose members value co-operation between anthropological sub-disciplines. The successful candidate is expected to have broad teaching abilities in their sub-discipline and more specialized research interests that indicate intellectual depth as well as breadth. Candidates in biological anthropology should have a strong research interest in one or more of the following areas and be able to teach in most: osteology (including forensic anthropology), primate social behaviour and human paleontology. Candidates in archaeological anthropology should be able to teach courses in archaeological method and theory as well as regional courses consistent with a research interest in one or more of the following: Asia, Oceania, Europe, Africa, Kibitche technology, historical archaeology and zooarchaeology. Applications must include complete curriculum vitae, the name and addresses (including email, fax and telephone numbers) of three referees who the department may contact, copies of selected relevant publications and summaries of teaching evaluations. Applications should be sent to: Dr. Peter H. Stephenson, Chair, Department of Anthropology, University of Victoria, P.O. Box 3050, STN. CSC, Victoria, B.C. V8W 2Y2 before January 15, 1999. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

ANTHROPOLOGY & SOCIOLOGY

UNIVERSITY OF BRITISH COLUMBIA — Applications are invited for a tenure-track position to be held jointly in the Department of Anthropology and Sociology and the Museum of Anthropology beginning July 1, 1999 subject to final budgetary approval. The successful candidate will have a PhD in anthropology with ethnographic experience with Northwest Coast First Nations peoples and societies. In the Department of Anthropology and Sociology, he or she will teach courses at the undergraduate and graduate levels including ethnography and ethnohistory of Northwest Coast indigenous peoples, and will supervise graduate students in the Museum, the candidate will be appointed as Curator of Ethnology and will participate in a variety of activities which may include the organization of exhibitions, research

on the collections and other projects enhancing First Nations access to collections. The candidate must have a demonstrated interest in museum representation and experience in collaborative work with indigenous communities and ideally will also have expertise in the study of material culture. Appointment is at the Assistant Professor level but may be considered at a higher rank for a candidate with exceptional qualifications. Salary will be commensurate with qualifications and experience. The University of British Columbia has on the basis of merit and is committed to employment equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. We encourage all qualified persons to apply. Please submit your curriculum vitae and the names of three referees by January 15, 1999 to: Patti Berg, Head's Secretary, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C. V6T 1Z1; FAX: (604) 822-6161.

ARCHAEOLOGY

UNIVERSITY OF TORONTO — Department of Near & Middle Eastern Civilizations, Archaeology. The Department invites applications for an Assistant Professorship (Tenure-track) in Ancient Egyptian Archaeology, preferably with a specialization in the later periods. Applicants must hold the PhD degree, have a demonstrated commitment to field archaeology, and be able to teach undergraduate and graduate courses in ancient Egyptian archaeology history, and language. The position is effective July 1, 1999. Applicants are requested to send a cover letter and CV, and to arrange for three letters of reference to be sent to: Prof. Maria Subtelny, Chair, Egyptian Archaeology Search Committee, Department of Near & Middle Eastern Civilizations, University of Toronto, 4 Barrow Ave., Toronto, Ont. Canada M5S 1G1. Applications will be considered after December 15, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or persons with disabilities, visible minorities, aboriginal peoples, and persons with disabilities.

ARCHIVAL STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA — The School of Library, Archival and Information Studies is a graduate school preparing professionals to exercise leadership in planning, implementing, and promoting the preservation, organization, and effective use of society's recorded information and ideas. It administers separate two-year programs leading to the degrees of Master of Library and Information Studies and Master of Archival Studies. It also offers a Joint Degree of the two programs and a post-master's Certificate of Advanced Study in each discipline. The School invites applications for a tenure-track appointment at the rank of assistant professor in the Master of Archival Studies program effective

1 July 1999, subject to final budgetary approval. Applicants should possess a completed PhD, have a command of archival theory and methodology, and exhibit a capacity for research through publication in the discipline. Teaching experience at the post-secondary level would also be an asset. The successful candidate will be expected to have the intellectual breadth and flexibility that the School needs as it responds to changes in the environments it serves. The successful candidate will teach in the Master of Archival Studies program; some courses may be cross-listed with Library and Information Studies and other programs. Applicants at the rank of assistant professor and higher are expected to teach two or three courses in each of the two terms of the winter session to act as an advisor to students; to supervise theses in archival studies; to engage in research leading to publications; to participate in the work of the School and University committees; and to contribute to the work of professional and learned associations and societies. This is a tenure-track position. Salary will be commensurate with qualifications and experience. The University provides generous pension, medical, and dental plans. The University of British Columbia hires on the basis of merit and is committed to employment equity, in accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and landed immigrants. We encourage all qualified persons to apply. The closing date for applications is 31 January 1999. Applicants should send a covering letter and a current curriculum vitae, and arrange for three letters of reference, all to be sent to: Prof. Terence Eastwood, Chair, Search Committee, School of Library, Archival and Information Studies, The University of British Columbia, 6331 - 1556 Main Mall, Vancouver, B.C., V6T 1Z1.

ART HISTORY

UNIVERSITY OF REGINA — Applications are invited for a tenure track position in Art History at the Assistant Professor level starting July 1, 1999 subject to budgetary approval. Applicants should have a PhD in Art History completed or near completion, with a specialty in Medieval, Renaissance or Baroque periods and the ability to teach in three areas. Additional teaching areas may include: ancient, classical, aboriginal or religious art. The successful candidate will have an interest in contemporary art practice and teach in cooperation with the Department of Visual Arts which offers a B.A. in Art History and BFA and MFA in studio. Responsibilities include teaching, research, graduate courses and College and University committee work. Candidates should also have an interest in the context of a Christian College federated with the University of Regina. A copy of the College's educational goals is available upon request and further information can be obtained at: <http://www.regina.ca/college>. Applications, including curriculum vitae and letters of reference should be sent to: Dr. Bryan Bick, Academic Dean, Luther College, University of Regina, Regina, SK S4S 0A2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Toronto, Canada

INDEX

- 9 ACCOUNTANCY
- ANTHROPOLOGY
- ANTHROPOLOGY & SOCIOLOGY
- ARCHAEOLOGY
- ARCHIVAL STUDIES
- ART HISTORY
- 10 ASTRONOMY
- BIOCHEMISTRY
- BIOLOGY
- BUSINESS
- 11 BUSINESS & ECONOMICS
- CHEMISTRY
- CHEMISTRY & BIOCHEMISTRY
- 12 CHINESE LITERATURE
- COMMERCE
- COMPUTER SCIENCE
- 13 COMPUTING & INFORMATION SYSTEMS
- COMPUTING SCIENCES
- CRIMINOLOGY
- ORANCE
- ORAMA
- EARTH & ATMOSPHERIC SCIENCES
- 14 EAST ASIAN RELIGIONS
- ECONOMICS
- ECONOMICS
- 15 ECOLOGY
- ENGINEERING
- 20 ENGINEERING & BUSINESS
- ENGLISH
- ENTREPRENEURIAL
- ENVIRONMENTAL STUDIES
- ENVIRONMENTAL STUDIES/TOURISM
- ÉTUDES FRANÇAISES
- FILM & VIDEO
- FINANCE
- 23 FRENCH
- GEOGRAPHY
- 24 GEOGRAPHY & ENVIRONMENT
- GERONTOLOGY & HEALTH
- HISTORY
- HUMAN KINETICS
- 25 HUMAN NUTRITION
- IMMUNOLOGY
- INFORMATION SYSTEMS
- INTERNAL MEDICINE
- JEWISH STUDIES
- KINESIOLOGY
- 26 LAW & SOCIETY
- LINGUISTICS
- MANAGEMENT
- MASS COMMUNICATION
- MATHEMATICS
- MATHEMATICS & STATISTICS
- MECHANICAL GENETICS
- 27 MEDICAL SCIENCES
- MUSIC
- NATIVE STUDIES
- NATURAL RESOURCE SCIENCES
- NURSING
- 28 NUTRITIONAL SCIENCES
- OCEAN SCIENCES
- OPTOMETRY
- PACIFIC & ASIAN STUDIES
- PEIATRICS
- PHARMACOLOGY
- PHILOSOPHY
- 29 PHYSICS
- PHYSIOLOGY
- POLITICAL SCIENCE
- PSYCHOLOGY
- 30 REHABILITATION SCIENCES
- RELIGIOUS STUDIES
- 31 RUSSIAN & SLAVIC STUDIES
- SOCIOLOGY
- SOCIOLOGY & ANTHROPOLOGY
- SPANISH & ITALIAN
- SPEECH LANGUAGE PATHOLOGY
- STATISTICS
- STATISTICS & ACTUARIAL SCIENCES
- VASCULAR SURGERY
- VISUAL ARTS
- WOMEN'S STUDIES
- ACCOMMODATIONS

MALASPINA University-College

WWW.MALA.BC.CA

Located on scenic Vancouver Island—with a main campus in Nanaimo and three regional campuses—Malaspina offers a comprehensive range of Academic, Applied, Career/Technology and Upgrading programs and also engages in community education, international education and contract training. Teaching excellence is stressed in all programs, and faculty engage in ongoing scholarly activities in their field. We are now accepting applications.

Fisheries & Aquaculture Instructor

(Biology of Fishes, and fisheries aspects of Limnology and Oceanography; PhD required)
Competition 98-4060
Classes 1 pm January 22, 1999

For full details, please click on Employment Opportunities on the Malaspina University-College website www.mala.bc.ca.



In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5



Chair: Department of Biology

Applications are invited for Chair of the Department of Biology. The department has a strong orientation towards research and teaching excellence and the current complement of 32 full-time faculty members is focused in four general areas of Animal Physiology, Cell and Molecular Biology, Plant Sciences and Population Biology. There is also an initiative with the Department of Chemistry to develop an area of expertise in biomolecular structure. Compatibility with one or more of these areas is essential. However, leadership and research excellence are paramount over specific area of expertise. An ability to maintain interactions with other disciplines in the university is important, as is the promotion of the department on the national scene. Undergraduate teaching activities in the department cover the breadth of Biology and include substantial teaching of non-majors. Graduate studies are pursued by about 70 full-time MSc and PhD students.

The Department has an excellent research environment, including numerous University-supported staff, workshops and central Molecular Biology and Microscopy core facilities. York University is also part of the vibrant research, intellectual, cultural and social community of the Greater Toronto area. The position is available beginning July 1, 1999, but a later start date is negotiable. Additional information about the department can be obtained at (www.science.yorku.ca/units/biology/dept/home.html) or from the Chair of the search committee at (416) 736-5511 or (E-mail: brent@yorku.ca). Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. I.B. Heath, Chair of Search Committee, Department of Biology, York University, 4700 Keele St., Toronto, Ontario M3J 1P3. The deadline for applications is January 31, 1999.

York University is implementing a policy of employment equity, including affirmative action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



McGill Assistant Professor School of Social Work

The McGill School of Social Work invites applications for an Assistant Professor, tenure-track position in Social Work to teach advanced practice, especially related to health, child and family, and cross-cultural practice.

The School has undergraduate (BSW) and graduate (MSW) programs, as well as a bilingual PhD program in conjunction with Université de Montréal and an interdisciplinary PhD program. The curriculum embraces practice, administration and policy in a wide range of specialties. The multicultural, multi-racial character of the School's milieu is emphasized throughout. Located within the School is the Centre for Applied Family Studies, an endowed research centre and three clinics offering services in Family Violence, Marriage and Family Counseling and Loss and Bereavement.

Located in the heart of Montreal, McGill is a central part of Montreal's splendid ambience. Faculty and students enjoy diverse people, languages, neighborhoods, cuisines, entertainment, sports, shops and festivals that are the Montreal experience. McGill offers an interesting mix of peoples and cultures within a stimulating productive environment. Canadian and International students are drawn to Montreal's charm and to the University's international reputation for scholarship, research and resources.

Candidates should have experience in teaching and scholarly publications and a PhD or DSW in Social Work. Faculty in French is preferred.

Direct inquiries to:

Dr. William Rowe, Director
McGill University
School of Social Work
3506 University Street
Montreal, Quebec H3A 2A7 CANADA

The review process will begin November 20, 1998. Appointment may be considered as early as January 1999, pending budgetary approval.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

CLASSIFIEDS

ment is directed to Canadian citizens and permanent residents. Further College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities. Deadline for applications is February 1, 1999.

ASTRONOMY

UNIVERSITY OF TORONTO — The Department of Astronomy will make a tenure track appointment at the rank of Assistant Professor with an expected starting date of July 1, 1999. This is the last of five tenure stream appointments being made in Astronomy and Astrophysics in the Department of Astronomy and Physics, and in the Canadian Institute for Theoretical Astrophysics (CITA). Currently, there are 20 faculty members in Astronomy and CITA together. We seek candidates with a PhD in Astronomy or Physics with proven or potential excellence in both research and teaching. Preference will be given to researchers in the fields of galaxies and cosmology. The successful candidate will be expected to conduct an independent program of outstanding observational research and to participate in undergraduate and graduate teaching

and supervision. This appointment is made possible through the Canadian Institute for Advanced Research program in Cosmology and Gravity, and the successful candidate may be invited to participate in this program. Salary will be commensurate with qualifications and experience. We invite prospective candidates to visit our home page at <http://www.astro.utoronto.ca/>. Applications, including a curriculum vitae and three letters of reference, should be sent as soon as possible, and will be accepted up until January 31, 1999. Applications should be sent to: Professor E. R. Seaquist, Chair, Department of Astronomy, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 3H8. This position is open to candidates of all nationalities. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal people, and persons with disabilities.

BIOCHEMISTRY

UNIVERSITY OF WESTERN ONTARIO — The Department of Biochemistry is seeking applications for a tenure track position at the rank of Assistant Professor. Applicants must have a PhD

degree or equivalent and suitable postdoctoral experience. The Department of Biochemistry (www.biochem.uwo.ca) features research groups in signal transduction, structural biology, human genetics, gene structure, regulation and development. The successful applicant will be expected to develop an independent externally funded research program in one of these areas and participate in teaching undergraduate and graduate courses. In addition, the newly established Advanced Biotechnology Research Centre at the Integrated Research Institute of the University of Western Ontario will provide outstanding opportunities for collaboration with other researchers. Applicants for this position should send a curriculum vitae, relevant publications, names of three references, a description of research accomplishments and a proposal for future research to Dr. T.C.Y. Lo, Department of Biochemistry (100-100 Julian Ave.), Faculty of Medicine and Dentistry, University of Western Ontario, London, Ontario, N6A 3C1. The search committee will begin deliberations on applications on January 4, 1999, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and immigrants of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace,

and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal people and persons with disabilities. Positions are subject to budget approval.

BIOLOGY

UNIVERSITY OF TORONTO at Mississauga — Erindale College, Biology Tutor: The Biology Group at the University of Toronto at Mississauga, Erindale College, invites applications for a full-time appointment at the Tutor level. The appointment would be effective July 1st, 1999. Applicants must have a PhD degree and demonstrated excellence in teaching. The successful candidate will be expected to be innovative in undergraduate teaching, to coordinate biology laboratories, and to counsel undergraduates. A familiarity with organismal biology is essential. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian Citizens and Permanent Residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal people and persons with disabilities. Applications should include a curriculum vitae, brief statements of teaching ideas and interests, and three letters of reference, should reach Professor Robert Rees, Chair, Tutor Search Committee, Biology Group, Erindale College, University of Toronto at Mississauga, Mississauga, Ontario L5L 1C6 by February 15, 1999.

OKANAGAN UNIVERSITY COLLEGE is the post-secondary education institution of choice for south central British Columbia. The only publicly funded university college in the Okanagan-Silkam area, OUC delivers degree, diploma and certificate programs to approximately 7,000 students each year through a network of five campuses. It serves another 30,000 students through continuing education courses. OUC is a dynamic young institution with a mandate to meet the evolving educational needs of the north coast. Some of the nation's most highly qualified personnel are attracted to OUC for its record of innovation, the intimacy of the regional communities, and its location in one of Canada's most beautiful and scenic playgrounds. The result is a strong academic reputation in the country's post-secondary education industry, and recognition at provincial, national and international levels for OUC programs and projects. The Department of Biology in the Faculty of Science requires a College Professor to teach a second and third level course covering developmental processes in a variety of organisms. The successful candidate will teach additional courses including those at the first and second year level and will be expected to develop a strong independent research program in higher area of expertise. Required qualifications is a PhD in the discipline. Relevant post-secondary teaching experience and postdoctoral research experience is preferred. This is a continuing appointment effective August 1, 1999. This position is subject to budgetary approval. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management, Okanagan University College Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. For inquiries of an academic nature, please contact Dr. Gary Melior, Chair, Biology, or at smelior@ok.ou.bc.ca, 2501 5464, Loko, 1954, or at smelior@ok.ou.bc.ca.

OKANAGAN UNIVERSITY COLLEGE is the post-secondary education institution of choice for south central British Columbia. The only publicly funded university college in the Okanagan-Silkam area, OUC delivers degree, diploma and certificate programs to approximately 7,000 students each year through a network of five campuses. It serves another 30,000 students through continuing education courses. OUC is a dynamic young institution with a mandate to meet the evolving educational needs of the north coast. Some of the nation's most highly qualified personnel are attracted to OUC for its record of innovation, the intimacy of the regional communities, and its location in one of Canada's most beautiful and scenic playgrounds. The result is a strong academic reputation in the country's post-secondary education industry, and recognition at provincial, national and international levels for OUC programs and projects. The Department of Biology in the Faculty of Science requires a College Professor to teach a second and third level course covering developmental processes in a variety of organisms. The successful candidate will teach additional courses including those at the first and second year level and will be expected to develop a strong independent research program in higher area of expertise. Required qualifications is a PhD in the discipline. Relevant post-secondary teaching experience and postdoctoral research experience is preferred. This is a continuing appointment effective August 1, 1999. This position is subject to budgetary approval. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management, Okanagan University College Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. For inquiries of an academic nature, please contact Dr. Gary Melior, Chair, Biology, or at smelior@ok.ou.bc.ca, 2501 5464, Loko, 1954, or at smelior@ok.ou.bc.ca.

UNIVERSITY OF WATERLOO — The Department of Biology of the University of Waterloo invites applications for a Quantitative Ecologist (tenure track) and a Behavioural Physiologist (tenure track - 5 years) at the Assistant Professor level. Applicants should have a PhD and post-doctoral experience, and be prepared both to establish an independent research program and to collaborate with the newly established HSC/Industrial Research Chair in Biotechnology. For the Quantitative Ecologist, the ideal applicant will have an established publication record in the field of environmental and ecological modelling, a familiarity with applied statistical methods and a strong commitment to interdisciplinary research. Duties will include teaching at the undergraduate and graduate level and graduate student supervision. For the Behavioural Physiologist, the ideal applicant will have an established publication record in the field of fish behaviour, a familiarity with environmental physiology and quantitative ecology, and a strong commitment to interdisciplinary research. Duties will include teaching at the undergraduate and graduate level, and graduate student supervision. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1-2 pages) of their proposed research program to Dr. William D. Taylor, Professor and Chair, Department of Biology, Faculty of Science, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. The closing date for applications is December 31, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. These appointments are subject to the availability of funds. Additional information on the Department, the positions, and the application process is available at <http://www.science.uwaterloo.ca/biology/biology.html> and <http://www.science.uwaterloo.ca/biology/biology.html>.

BUSINESS

MCGILL UNIVERSITY — Faculty of Management: Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, Information Systems, Management Science (Operations, Management, Marketing, Organizational Behaviour, and Strategy) and Organizations (Global/Competitive Strategy and International Business). Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 65 full-time faculty and offers B.Sc., M.B.A. and PhD degrees. Apply in writing to: Prof. Richard Loulou, Associate Dean, Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing

date to receive applications is January 31, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo is committed to equity in employment.

UNIVERSITÉ MCGILL — La Faculté de gestion de la recherche de candidats pour des postes de professeur(e) aggrégé(e) adjoint(e) donnant accès à la permanence dans les domaines de la comptabilité, finance, gestion de l'information, sciences de la gestion (gestion des opérations), marketing, comportement organisationnel et application générale des entreprises (commerce international, stratégie concurrentielle à l'échelle mondiale). Les candidats possédant une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats(e)s au poste de professeur(e) adjoint(e) sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaires et échelons sont fonction des qualifications et de l'expérience de recherche des candidats. La Faculté de gestion compte 65 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature à M. Richard Loulou, Vice-doyen - affaires académiques, Faculté de gestion, 1001, Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 1999. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent en priorité aux citoyens canadiens et aux résidents permanents. L'Université McGill soutient l'équité en matière d'emploi.

MCGILL UNIVERSITY — Faculty of Management: A position of Research Associate is now open in the Faculty of Management, McGill University, to effect advanced research in the domain of Energy/Environment Modelling with the MARKAL model. The candidate will hold a PhD in a discipline directly related to mathematical modelling and economic equilibrium modeling. Have several years of postdoctoral experience in building and operating large scale mathematical models of the MARKAL type (based on least-cost equilibrium computation), in the energy/environment domain; have a significant experience in the construction of large environmental databases; possess a good knowledge of the Fort Pro, Visual Basic, OML, and GAMS computer languages. A three-year contract will be offered to the selected individual, starting in Winter 1999, at a salary ranging from \$60,000 to \$70,000 per year, depending on qualifications. Enquiries and a complete résumé should be sent to: Professor Richard Loulou, Faculty of Management, McGill University, 1000 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 1G5. e-mail: rloulou@management.mcgill.ca. McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ MCGILL — Faculté d'administration: Un poste d'associé(e) de recherche est ouvert dans la Faculté d'administration de l'Université McGill dans le domaine de la modélisation énergétique et environnementale. À l'aide du modèle MARKAL, le candidat(e) devra détenir un doctorat dans une discipline liée à la programmation mathématique et la modélisation des équilibres économiques. Avoir plusieurs années d'expérience postdoctorale dans la construction et l'utilisation de modèles de grande

Tenure-Track Positions Computer Science

A medium-sized university with a solid reputation in teaching and research, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students. Information about the University of Windsor and its programs may be found at <http://www.uwindsor.ca>.

Computer Science at the University of Windsor is in a state of growth and seeks to expand existing research areas in Computer Science and interdisciplinary links with research groups on campus and in local industry. Part of the growth of Computer Science involves the establishment of a Centre for thin-client distributed computing. The University has significant experience and expertise in use of this technology, and current investments are creating a state-of-the-art software development facility for students and faculty.

The University of Windsor invites applications for six tenure-track positions in Computer Science commencing July 1, 1999. (Subject to final budgetary approval). Appointments at all ranks will be considered. Preference will be given to appointments at the Assistant Professor level.

Applicants must demonstrate a record of, or show potential for, excellence in research and teaching. A PhD in any area of Computer Science is required. Applicants who have a doctorate in a related discipline and who are active in scholarship and teaching at the university level in one of the areas of specialization, listed below, will be considered. Preference will be given to applicants specializing in one of the following areas: software engineering, distributed computing, databases, multimedia, and human-computer interaction; and applicants who can demonstrate an ability and willingness to work with current research groups and/or develop interdisciplinary

research partnerships within and without the university.

Consideration of applications will begin on January 15, 1999 and on the 15th of the subsequent months until the positions are filled. Complete applications should be received by the 15th of the month from January to June 1999.

A complete application will include a letter of application, a statement of teaching and research interests, a curriculum vitae, a sample of publications, teaching evaluations, if available, and at least three letters of reference, forwarded by referees. Complete applications and letters of reference should be submitted to:

The Program Chair, Computer Science
University of Windsor
401 Sunset Avenue
Windsor, Ontario
Canada, N9B 3P4
Tel: 519/253-3000 ext 2990
Fax: 519/973-7093
E-mail: garabon@uwindsor.ca

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**the degree
that works**



University of Ottawa Chair Department of Cellular & Molecular Medicine

The Faculty of Medicine at the University of Ottawa seeks a dynamic academic leader as Chair of the new Department of Cellular & Molecular Medicine. The Department, the result of a merger of the Departments of Anatomy & Neurobiology, Pharmacology and Physiology, comprises 60 full-time and cross-appointed scientists and is the largest basic science department to the Faculty. The current graduate students enrolment of the Department is 60 students.

Applicants should have an outstanding record of achievement and innovation in research and education in the disciplines of cellular and molecular biology or integrative biology. The Department places particular emphasis on research in two thematic areas: Growth & Development and Neurotransmission. Proficiency in both official languages (English and French) is desired.

Appointment to the Faculty of Medicine will be made at the appropriate academic rank (Associate or Full Professor). Interested applicants are requested to submit a Curriculum vitae and the names of three references to: Dr. Peter Walker, Dean, Faculty of Medicine, 451 Smyth, Ottawa (Ontario) K1H 8M5 Canada by January 30, 1999.

In accordance with Canadian Immigration requirements, this advertisement is directed primarily, but not solely, to Canadian citizens and permanent residents. Women, aboriginal people, members of visible minorities and persons with disabilities are encouraged to apply. More information can be obtained at <http://www.uottawa.ca/academic/med/medline/>.



PRESIDENT

The University of Prince Edward Island (UPEI) invites applications and nominations for the position of President.

UPEI is a dynamic academic institution, noted for its emphasis on the individual student and its strong connection to Prince Edward Island life. UPEI was founded in 1969, with deep roots which can be traced back over 150 years through its predecessors—the Central Academy, Prince of Wales College, St. Andrew's College, and St. Dunstan's University.

Prince Edward Island is world renowned for its beautiful scenery and historic capital city. Nestled within attractive campus environs, UPEI offers a wide range of programs including Arts and Sciences, Business Administration, Education, Engineering, Music, Nursing, and Veterinary Medicine. Principally an undergraduate teaching institution with an increasingly vigorous research emphasis, UPEI offers graduate study in Veterinary Medicine, with other graduate programs pending. UPEI is a thriving community of 2450 full-time and 475 part-time students, and approximately 200 faculty and 400 staff.

As chief administrative officer and Vice Chancellor, the President is responsible for directing the implementation of the University's educational policy and its general administration, supported by Vice-Presidents of Academic Support and Finance and Facilities.

Applications should include a curriculum vitae and names of three referees. Nominations should be accompanied by supporting materials including a brief biographical sketch of the nominee. The deadline for application is January 22, 1999. Applications and nominations will be received in confidence, and should be sent to:

Debbie MacLellan & Robert Gray
Co-chairs, Presidential Search Committee
University of Prince Edward Island
550 University Avenue
Charlottetown, PEI C1A 4P3

The starting date for this appointment is July 1, 1999.

In accordance with Canadian Immigration requirements, this advertisement is directed in first instance to Canadian citizens and permanent residents. The University of Prince Edward Island is committed to the principle of equity in employment.

Additional UPEI information: www.upei.ca



University of
Prince Edward Island

ANNONCES CLASSÉES

taille du type MARIAL (équilibre économique au moindre coût), dans le domaine énergétique et environnemental. Avoir une expérience significative dans la construction de bases de données dans ce domaine. Posséder une bonne expertise des langages de programmation d'office, Visual Basic, dBase, et d'Excel. Posséder une bonne connaissance de l'anglais écrit et oral, pour la lecture et la présentation de résultats de recherche au niveau international. Un contrat de 3 ans sera offert au candidat(e) retenu(e), à partir de l'été 1999, à un salaire de 60 000 \$ par an, plus 10 000 \$ par an. Adressez votre demande accompagnée d'un curriculum vitae complet à Richard Louie, Professeur, Université McGill University, Faculté d'administration, 1101 rue Stebbins, Montréal, Québec, Canada H3A 1G5. Courriel: louie@management.mcgill.ca. L'Université McGill s'engage à l'équité en matière d'emploi. En accord avec les règlements canadiens en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents du Canada.

UNIVERSITY OF NEW BRUNSWICK - Research Associate, Management of Information Technology. We invite applications for a contractual position as Research Associate in the Faculty of Business of the University of New Brunswick, Saint John. The successful candidate will work with the Faculty of Business to develop and deliver research and teaching in the areas of Electronic Commerce and Enterprise Resource Planning. Our resources include an Electronic Commerce Center (sponsored by NB Tel, Nortel, DMR, Sun, and Scotiabank), an Enterprise Resource Planning Lab developed under an impending alliance with SAP and the NISER/SIRCH/NB Power Research Chair in the Management of Technological Change. Applications will be accepted until the positions are filled. Please send CV and the names and address of three referees to Dr. John Chalkley, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, P.O. Box 5650, Saint John, NB A2L 4L5. In accordance with Canadian Immigration requirements, the ad is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

BUSINESS & ECONOMICS

WILLIAM LAURIER UNIVERSITY - The School of Business and Economics. William Laurier University invites applications for tenure-track positions in the Finance, Management and Organizational Behavior, Marketing, Operations and Decision Sciences, and Policy Areas commencing July 1, 1999. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. Can-

didates with teaching and research interests on issues related to the management of high technology firms are encouraged to apply. Qualifications include a PhD or ABD with evidence of strong research and teaching potential. The specific areas of expertise sought for the Finance positions are: derivatives, corporate finance, and insurance; for Management and Organizational Behavior they are: Industrial Relations and Human Resource Management for one position and Organizational Behaviour for the other. For Marketing any area will be considered. For Operations and Decision Sciences they are: management of technology and/or management information systems; and for Policy they are: strategic management of high technology firms. Limited term positions are also available in Accounting (managerial, financial and/or auditing) and Policy (introductory business). All appointments are subject to budget approval. The School has sixty-five full-time faculty in business, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional responsibilities. We are committed to excellence in both. In accordance with Canadian Immigration requirements, the advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Please direct applications to: Dr. Robert Ellis, Associate Dean of Business, Faculty Development & Research, School of Business & Economics, William Laurier University, 75 University Ave. W., Waterloo, Ontario N2L 3C5.

CHEMISTRY

UNIVERSITY OF ALBERTA - The Department of Chemistry invites applications for a tenure-track position in Inorganic Chemistry at the Assistant Professor level to begin July 1, 1999. The Department seeks candidates with demonstrated teaching and research potential for excellence in teaching and research. A PhD in Chemistry or a closely related area is essential and postdoctoral experience is an asset. We are seeking candidates whose research interests will complement those of the present faculty and there is a particular interest in the areas of bioinorganic chemistry and materials science. Research in the Depart-

ment is supported by excellent services, including mass spectrometry, high-field NMR and X-ray crystallography laboratories, and Departmental electronic, machine and glassblowing shops. Applicants should submit a complete curriculum vitae and research proposal by January 31, 1999, and arrange to have at least three confidential letters of recommendation sent on their behalf to: Professor Gay Hulse, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ST. FRANCIS XAVIER UNIVERSITY - Department of Chemistry. Applications are invited for a nine month, limited term, subadjunct replacement position beginning mid-August 1999. Candidates should have a PhD in chemistry with experience in modern instrumental techniques. Duties will consist of teaching a general introductory course and a junior instrumental analysis course for chemistry majors, plus all laboratory sessions associated with these courses. Applicants should submit a complete curriculum vitae and arrange for three letters of recommendation from referees within the profession. The position is subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. FX is committed to employment equity. Applicants and letters of reference should be sent to: Dr. John Beck, Chair, Department of Chemistry, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S. B2G 2W5. All application materials must be received by February 12, 1999.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Chemistry. The University of British Columbia is seeking to fill a tenure-track opening at the assistant professor level starting 1 July 1999. This appointment is in the general area of inorganic chemistry. This position requires a PhD degree, postdoctoral experience preferably, and a proven research track record. The successful candidate will be expected to teach chemistry at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurate with experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The position is subject to final budgetary approval and, in accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Applications should consist of a curriculum vitae, list of publications, summary of research interests, a detailed research

proposal, and the names and addresses of at least three referees. The applicants should arrange for the complete application to be sent to: Professor Peter Legzdins, Head, Department of Chemistry, The University of British Columbia, 206 Main Mall, Vancouver, B.C. Canada V6T 1Z1. Closing date for applications is February 15, 1999.

UNIVERSITY OF WATERLOO - Faculty Appointment in Inorganic Chemistry, Search Extended. The Department of Chemistry of the University of Waterloo is seeking an individual with demonstrated ability and outstanding potential for excellence in teaching and research for a faculty position in Inorganic Chemistry. Postdoctoral experience, in addition to a PhD in any aspect of Inorganic Chemistry, is essential. It is anticipated that the appointment will be made at the level of Assistant Professor. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal and arrange for three letters of recommendation from professional referees to arrive before January 31, 1999. Additional information concerning the department is available at: <http://www.science.uwaterloo.ca/chemistry/pw2.html>. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The

University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

CHEMISTRY & BIOCHEMISTRY

UNIVERSITY OF LETHBRIDGE - Faculty of Arts and Science, Department of Chemistry & Biochemistry. Assistant Professor of biochemistry, three year term beginning 1 July 1999, subject to budgetary approval. A PhD is required with a strong background in organic chemistry. The Department of Chemistry & Biochemistry and the Department of Molecular Sciences contribute to instruction leading to multidisciplinary majors in Biochemistry and Agricultural Biotechnology. The successful candidate will be appointed to the Department of Chemistry and Biochemistry to teach courses in the Biochemistry and Agricultural Biotechnology majors, and will be expected to develop a program of externally funded research. Opportunities also exist for the supervision of graduate students. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for a start

up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1957, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,500 students. For more information about the University you may visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The current minimum salary for an Assistant Professor is \$38,478.00 per annum. Applications should include a current curriculum vitae, transcripts, a statement of teaching philosophy, and a detailed research proposal. Modified after an NISER Research Grant application form. Arrange for this material and three letters of reference to be sent to: Dr. R.J. Westlake, Chair, Department of Chemistry & Biochemistry, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329 2301, Fax: (403) 329 2057, or E-mail: westlake@uleth.ca. The closing date is January 29, 1999. Candidates are encouraged to have their letters of reference faxed if they apply after January 19, 1999.

Dean - Faculty of Humanities

The University of Calgary invites applications and nominations for Dean of the Faculty of Humanities, with the appointment expected to commence July 1, 1999.

The Faculty of Humanities, comprising six departments, has 106 full-time faculty members, 31 sessional instructors and approximately 17 support staff members. It delivers its programmes to 656 majors and 126 graduate students with a total undergraduate course enrollment of 17,175 students. The Faculty offers graduate programmes at the masters and doctoral levels, and is proud of its innovations, including joint programmes with several other Faculties on campus.

The Faculty seeks a Dean who is committed to the humanities disciplines, has an articulate understanding of the importance of the humanities as core to a university education, respects the various disciplinary cultures within the Faculty, and creates an environment that recognizes and fosters academic excellence and academic freedom. The Dean values the diversity of the student body, is committed to the continued success and aspirations of students, and is willing to work cooperatively with them to resolve their concerns and realize their goals.

Possessing proven interpersonal, communication, and leadership skills, the Dean provides dedicated and dynamic leadership for academic programmes, bringing a clear vision that inspires Faculty initiatives and enables change to be implemented collaboratively. The successful candidate encourages a continued development of an ambitious research culture in the Faculty, capitalizes on its research strengths, demonstrates a strong commitment to teaching excellence and fosters it within the Faculty.

The Dean is an effective advocate for the Faculty of Humanities within the University and the community, seeking to engage students, alumni, faculty and others in cooperative participation in outreach, development, internationalization, and other initiatives which encourage involvement in the life of the Faculty.

The Dean will have the academic credentials and record of scholarly achievement consistent with an appointment to the academic rank of Professor, an outstanding record of achievement in research and teaching, and a strong record of administrative experience, preferably in an academic setting.

Applications and nominations are invited by January 31, 1999 and should consist of a letter stating the applicant's interest in the position, curriculum vitae, and the names and addresses of three referees. Please submit to: Dr. L. Bruton, Vice-President (Research), University of Calgary, Calgary, Alberta T2N 1N4 (403) 220-3381 Fax: (403) 289-8926



UNIVERSITY OF CALGARY

www.ucalgary.ca

Professeur(e)s agrégé(e)s ou adjoint(e)s École d'Ingenierie et de technologie de l'information

L'École d'ingénierie et de technologie de l'information (ÉITI) cherche à combler des postes de professeurs à temps plein, agrégés(e)s ou adjoints(e)s, postes menant la permanence. L'École comprend les domaines de génie informatique, de science informatique, de génie du logiciel, et de génie électrique. D'intérêt particulier seront les candidats/les avec expertise en architecture des ordinateurs, systèmes d'exploitation, bases de données, architecture de logiciel, élaboration de logiciel, méthodologies de développement de logiciel, systèmes répartis, technologie de l'internet, communications optiques et sans fils, électroniques, systèmes et contrôle, et informatique biomédicale.

Préférence est accordée aux détenteurs d'un doctorat en science informatique, en génie informatique, en génie électrique ou dans toute discipline connexe, ainsi qu'aux candidats/les pouvant démontrer un fort potentiel en recherche et d'excellentes aptitudes pédagogiques. Le statut et la rémunération seront établis en fonction des qualifications et de l'expérience du/de la candidat(e).

Le bilinguisme (français et anglais) et l'admissibilité à l'Ordre des ingénieurs professionnels de l'Ontario constituent des atouts pour ces postes.

L'École compte présentement 1507 étudiants au 1er cycle, 267 étudiants diplômés, 41 professeurs et offre des programmes complets de baccalauréat, de maîtrise et de doctorat en génie informatique, génie électrique, génie du logiciel, et science informatique. L'Université offre d'excellentes occasions de collaboration avec l'industrie des technologies de pointe. Elle se situe au cœur de la capitale canadienne, région métropolitaine d'un million d'habitants reconnue pour la qualité de ses institutions culturelles et récréatives.

L'examen des candidatures se poursuivra jusqu'à ce que les postes soient comblés. Le date (négociable) d'entrée en fonctions sera le 1er janvier 1999 ou le 1er juillet 1999. Toute demande, accompagnée d'un curriculum vitae et des noms et adresses de trois références, doit être expédiée à l'adresse suivante: Directeur, École d'ingénierie et de technologie de l'information, Faculté de génie, 1450, Avenue de l'Université, Université d'Ottawa, Ottawa, K1N 6N5. Ces postes sont assurés par des approbations budgétaires. L'Université d'Ottawa pratique l'équité en matière d'emploi et invite toutes personnes qualifiées, y compris les minorités visibles, les autochtones et les personnes handicapées, à postuler. Les femmes sont fortement encouragées à poser leur candidature.

En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent.



Université d'Ottawa

Dean, Faculty of Arts

Dean, Faculty of Arts, The University of Alberta invites national and international applications and nominations for the position of Dean of Arts.

One of Canada's finest, leading universities, the University of Alberta plays an integral role in the educational, business, and cultural life of Alberta through the impact of its integrated mandate of teaching, research, and community service. In excess of 4,500 courses are offered in 16 Faculties at the University of Alberta where more than 30,000 students are enrolled.

The Faculty of Arts at the University of Alberta is one of Canada's largest and most accomplished, with leading graduate programs in several areas. It is a top performer in Canada in major collaborative research projects funded by the Social Sciences and Humanities Research Council. The Faculty unites research and teaching in the humanities, social sciences and fine arts. With three major divisions and fifteen departments, it represents approximately a quarter of the University of Alberta's instructional capacity. The Faculty of Arts has more than 350 faculty members, nearly 100 staff members, and, approximately 5,700 undergraduate and 760 graduate students. For further information about the Faculty of Arts, please view the home page on the World Wide Web at www.humanities.ualberta.ca/arts/.

The Dean is responsible to the Vice President (Academic) and Provost for the supervision and administration of academic programs, budget, and all activities of the Faculty. Candidates should have proven administrative experience, well-developed leadership skills, a strong academic background, and be committed to excellence in teaching and research. The successful candidate must be eligible to hold a tenured appointment. The five-year term appointment will take effect July 1, 1999 or as soon as possible thereafter, and is eligible for renewal pending a review. The incumbent Dean has completed her term and is not a candidate.

Written nominations for the position, or applications supported by a curriculum vitae and the names of three referees, should be submitted by January 15, 1999 to:

Dr. Doug Owram
Vice-President (Academic) and Provost
Third Floor, University Hall
University of Alberta
Edmonton, Alberta
Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.



The Ben & Hilda Katz Centre for Gerontological Social Work
at the Faculty of Social Work, University of Toronto

Norman & Honey Schipper Chair in Gerontological Social Work at the Baycrest Centre for Geriatric Care

The Faculty of Social Work, University of Toronto, in conjunction with the Ben and Hilda Katz Centre for Gerontological Social Work, is seeking applicants for the Norman and Honey Schipper Chair in Gerontological Social Work. Candidates will be expected to build and direct an internationally recognized research and educational program in practice and policy issues related to social work services for the elderly and their families at the Katz Centre for Gerontological Social Work, located at Baycrest Centre for Geriatric Care. The successful candidate will be appointed at the associate or full professor level in a tenure position at the University of Toronto. The Faculty of Social Work is committed to enhancing the diversity of its faculty complement.

Qualifications: A doctorate in social work or a field compatible with social work, clinical social work experience with the elderly an asset; an active research program in gerontological studies related to social work practice and policy; international reputation with demonstrated ability to attract external research funding; and an excellent publication record in high quality peer reviewed journals.

The recently endowed Katz Centre for Gerontological Social Work is a joint program of the Faculty of Social Work, University of Toronto and the Baycrest Centre for Geriatric Care. Its mission is to strengthen the contribution of social work to the field of aging by focusing on individual and family issues experienced by older people. Additional information about the position, the University of Toronto, the Faculty of Social Work, and Baycrest Centre for Geriatric Care is available at <http://www.utoronto.ca/facsockw> or by calling 416-978-3255.

Applicants are invited to submit by **February 26, 1999** a curriculum vitae, three letters of reference, and a letter outlining their research, teaching and professional expertise in these areas. Applications should be sent to **Dr. Wes Shera, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street W., Toronto, Ontario M5S 1A1.**

In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. This is an international search but in accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada.

CHINESE LITERATURE

YORK UNIVERSITY — The Faculty of Arts invites applications for a tenure-track position in Chinese literature and culture at the assistant professor level to commence July 1, 1999 (subject to budgetary approval). The position will be a cross-appointment between the Department of Languages, Literatures and Linguistics and the Division of Humanities. Active participation in the East Asian Studies Program will be expected. Prospective candidates should have the qualifications to teach and conduct research in modern Chinese literature and culture from a diversity of backgrounds. A background in traditional Chinese or East Asian culture is highly desirable. The person appointed will be expected to pursue a vigorous program of research in her/his areas of expertise. Native or near-native fluency in standard Chinese language will be expected. A PhD in Chinese literature or related field is essential. The ability to teach standard Chinese language to advanced undergraduates is desirable. Teaching may include duties in the Faculty of Graduate Studies. Salary will depend on qualifications and experience. A letter of application with curriculum vitae, a statement of teaching and research interests, and selected publications (where applicable) should be sent to: Prof. Nicholas Elton, Chair, Department of Languages, Literatures and Linguistics, 5581 Keele, York University, 4700 Keele St., Toronto, Ontario M3J 1P3. Candidates should arrange for three letters of recommendation to be sent to the above address. The deadline for applications is January 30, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMMERCE

UNIVERSITY OF SASKATCHEWAN — Applicants are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Indus-

trial Relations, Management, Management Science, Marketing and Organizational Behaviour. A PhD or equivalent and strong research interests are required for permanent positions. Masters and professional credentials are acceptable for visiting or interim term appointments. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. An Immigration Regulations section of the advertisement is available on the website www.usask.ca. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Please send resumes to: V. Lynne Pearson, Dean, College of Commerce, University of Saskatchewan, 25 Campus Drive, Saskatoon, SK S7N 5A7.

COMPUTER SCIENCE

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Computer Science, Assistant Professor, probationary (three-year) beginning 1 July 1999, subject to budgetary approval. A PhD in Computer Science is required. Candidates in all areas of Computer Science will be considered. The successful candidate is expected to develop a continuing research program, to teach five undergraduate one-semester courses per year, and to participate in the general operation of the department. Opportunities also exist for the supervision of graduate students. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship, and is especially interested in candidates who have a well-established research program. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible to apply for a start-up grant for research and may also apply for other university funding sources in support of research and attendance at conferences. Located in southern Alberta, within sight

of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is a surprisingly mild for amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,000 students. For more information about the University and the department, you may visit our website at www.uleth.ca and www.uleth.ca/~cs. An Immigration Regulations section of the advertisement is available on the website www.uleth.ca. The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2284, Fax: (403) 382-7108, or E-mail: chad@uleth.ca. The closing date for applications is January 31, 1999.

THE UNIVERSITY OF WESTERN ONTARIO is seeking to expand its current research and teaching program in Computer Science. Applications are invited for at least two positions at the levels of Assistant or Associate Professor. One of the positions will focus on software engineering and systems in teaching. The other will focus on the design and development of software. All areas of Computer Science. Candidates should have a PhD in Computer Science or a related discipline and show evidence of strong research potential and excellence in teaching. The University of Western Ontario, established in 1827, ranks among the top tier of research Universities in Canada. A full-time equivalent of approximately 25,000, the University of Western Ontario graduates students from a full range of academic and professional programs. The University is located in London, a major Canadian city of 320,000. London offers some of the best features of both small and large cities: parks, tree-lined streets and bicycling, and the finest shopping, dining, and efficient public transportation. London boasts various cultural amenities, including its own theatre and orchestra. Stafford and Toronto are within one and two hours driving distances respectively and offer additional cultural opportunities. The Computer Science Department currently comprises 21 regular faculty, plus additional visiting faculty members. The department offers BSc, MSc and PhD degrees in Computer Science, as well as BSc and MSc degrees with specialization in Software Engineering. The Department receives funding from government agencies and corporations for research into a broad range of areas, including artificial intelligence and reasoning, computer algebra, computer graphics, databases, design of algorithms, formal languages and automata, image processing and computer vision, parallel and distributed computing, programming languages, and software engineering. See <http://www.cs.uwo.ca> for more details. In addition to the positions in the Department of Computer Science, the department also seeks to fill three positions with other units: one joint with the Faculty of Law, the second joint with the Faculty of Information and Media Studies (FIMS), and the third joint with the Department of Electrical and Computer Engineering (ECE). These positions are advertised separately. See the Department of Computer Science web page at <http://www.cs.uwo.ca> for more details. The deadline for applications is February 1st, 1999. You must indicate your preferred position for which you wish to be considered. With your CV, please include a statement of your teaching philosophy and three representative publications. The effective date of appointment is July 1, 1999. Applications should be sent to: Prof. S.M. Walt, Chair, Department of Computer Science, M3C5S, The University of Western Ontario, London, Ontario, Canada N6A 3B7. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities.

UNIVERSITY OF VICTORIA — Computer Engineering — Software Engineering. Applicants with research and/or teaching experience in Software Engineering are sought for one or more regular tenure-track Assistant Professor positions to begin on or after July 1, 1999. An appointment in Computer Science or Computer Engineering is possible. Deadline is January 15, 1999. See full details under Engineering in this issue.

UNIVERSITY OF TORONTO — The Department of Computer Science invites applications for several tenure-track and tenured positions at all levels. The Department is an international leader in Computer Science research and teaching with an unparalleled breadth of research diversity. Faculty members enjoy an extremely strong international reputation reflected in their awards and honours, involvement in international organizations, and prestigious positions as editors for leading computer science journals. The Department is currently undergoing a significant expansion in complement and research support. The Department considers excellence in research and teaching to be of prime importance and will consider applicants in all areas of computer science. We are particularly interested in the following areas: systems, including software engineering, distributed computing, networks and distributed information systems; human-computer interaction; natural language understanding; neural networks. Salary will be determined according to the successful applicant's experience and qualifications. The starting date of the appointments is flexible and could start as early as January, 1999. The positions are on any one of the three campuses: St. George (downtown Toronto), Scarborough (east end) or Etobicoke (west end). Toronto is a vibrant and cosmopolitan city, considered to be one of the most enjoyable cities in the world in which to work and live. Applications, including a curriculum vitae and a list of publications, should be sent to: Professor Eugene L. Fiume, Chair, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 3G4, Canada. Applications will be accepted until January 15, 1999. The University of Toronto encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Qualified Canadian and non-Canadian citizens are invited to apply. Priority will be given to the first instance to Canadian citizens and landed immigrants of Canada.

UNIVERSITY OF TORONTO — Department of Computer Science, Limited Term Faculty Positions, Tutor and Research Associates. The Department of Computer Science, University of Toronto invites applications for a number of positions. Subject to budgetary approval, one or more limited term faculty positions, and one or more tutor positions are available for the 1999-2000 academic year. Applicants must be able to teach a range of Computer Science courses. In addition, a

Tenure-Track Faculty Positions

A medium-sized university with a solid reputation in teaching and research, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students.

COLLEGE OF ARTS & HUMAN SCIENCES

English: Shakespeare & Renaissance Studies (Assistant Professor)

Applicants should have expertise in aspects of Shakespearean studies and a solid foundation in the literatures and cultures of early modern Britain. We seek an individual whose teaching and scholarship respond to the diversity and interdisciplinary nature of early modern studies. Candidates must have a PhD in the field; a multi-disciplinary focus, such as experience in the theatre, editing, textual studies, or hypertext applications, is an asset. Duties will involve teaching at undergraduate and graduate levels, active research, and participation in program initiatives. Applications should be directed to:

Dr. Katherine M. Quinsey, Chair,
English Language, Literature, and Creative Writing,
University of Windsor, Windsor, ON, N9B 3P4
tel: 519/253-3000, ext 2289; fax: 519/971-3676
e-mail: kateq@uwindsor.ca

Kinesiology: Applied Human Performance (Assistant Professor)

Applicants must have a PhD in Kinesiology or Rehabilitation Sciences. Candidates should have a definite research plan/program with current focus and potential for external funding. The position involves teaching courses at the undergraduate and graduate levels in clinical kinesiology and rehabilitation, functional anatomy, and physiological basis of injury. Applications should be directed to:

Dr. W. James Weese, Director
School of Human Kinetics
University of Windsor, Windsor, ON, N9B 3P4
tel: 519/253-3000, ext 2190; fax: 519/973-7056
e-mail: jweese@uwindsor.ca

Sociology: Criminology (Assistant Professor)

Applicants must have expertise in criminology and be able to contribute to the criminology program in the areas of crime, law, and corrections. Applicants must have a PhD in sociology, criminology, or equivalent. Ability to complement departmental strengths in theory, international development, work, race and ethnic relations, social psychology, health, social anthropology, planning, or family, sex and gender, is an asset. Applications should be directed to:

Dr. Barry Adam, Chair
Department of Sociology and Anthropology
University of Windsor, Windsor, ON, N9B 3P4
tel: 519/253-3000, ext 2190; fax: 519/971-3521
e-mail: adam@uwindsor.ca

COLLEGE OF BUSINESS ADMINISTRATION, EDUCATION, & LAW

Education: Computers in the Classroom (Assistant Professor)

Applicants must possess a doctoral degree, an Ontario Certificate of Qualification (or be qualified to obtain same), and a demonstrated record of teaching and scholarship in the area of computers in the classroom. Preference will be given to candidates with both elementary and secondary school experience or a combination of elementary or secondary and university teaching experience. Teaching experience in mathematics education is an asset. The successful candidate will be

expected to teach the following computer courses: 1) elementary and secondary methodology; 2) secondary teachable subjects; and 3) additional qualification and graduate courses. Applications should be directed to:

Dr. Michael A. Awender, Dean,
Faculty of Education
University of Windsor, Windsor, ON, N9B 3P4
tel: 519/253-3000, ext 3800; fax: 519/971-3694
e-mail: russell@uwindsor.ca

COLLEGE OF ENGINEERING & SCIENCE

Chemistry & Biochemistry: Clinical Chemistry (Senior Rank)

Chemistry and Biochemistry hosts MSc, PhD, and post-doctoral program in Clinical Chemistry. Applicants must be certified or eligible for certification in Clinical Chemistry in both Canada and the US. The successful candidate is expected to develop a vigorous externally funded research program. Applications should be directed to:

Dr. Keith Taylor, Chemistry & Biochemistry
School of Physical Sciences
University of Windsor, Windsor, ON, N9B 3P4
tel: 519/253-3000, ext 3538; fax: 519/973-7098
e-mail: taylor@uwindsor.ca

Electrical & Computer Engineering: Computer Engineering, Computer Communications & Networking (Assistant Professor)

Applicants should have a PhD in Electrical or Computer Engineering. Eligibility for registration as a P.Eng in Ontario is desirable. The position involves teaching courses related to Computer Engineering at graduate and undergraduate levels and supervision of graduate students. Applications should be directed to:

Chair, Electrical & Computer Engineering,
Faculty of Engineering
University of Windsor, Windsor, ON, N9B 3P4
tel: 519/253-3000, ext 2570; fax: 519/971-3695
e-mail: soltis@uwindsor.ca

The University of Windsor invites applications for the above tenure-track positions commencing July 1, 1999 (subject to final budgetary approval). The University of Windsor seeks candidates who demonstrate strong evidence of research potential/ability and excellence in teaching to ensure the success of our graduates and to build on our commitment to graduate studies and research. Information about the University of Windsor and its programs may be found at <http://www.uwindsor.ca>. Applications must include a letter of application; a curriculum vitae; teaching evaluations, if available; samples of written work, and three letters of reference to be forwarded by referees. Applications and letters of reference must be received by January 28, 1999. Detailed information on the positions may be found at <http://www.uwindsor.ca/facultyindex.htm>.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged in accordance with Canadian Immigration requirements; priority will be given to Canadian citizens and permanent residents of Canada.

the degree
that works

ANNONCES CLASSÉES

number of Research Associate positions may be available in a variety of research areas. Applications, including a curriculum vitae and a list of publications, should be sent to: Professor Eugene Fiume, Chairman, Department of Computer Science, University of Toronto, Toronto, Ontario, M5S 3G4, Canada. Deadline for application is January 31, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

YORK UNIVERSITY — The Department of Computer Science at York University invites applications for multiple tenure-track positions, available in all areas and at all levels. Appointments are to commence July 1, 1999. Junior candidates should hold a PhD in Computer Science. The ability to teach graduate and undergraduate courses and conduct research in major areas of computer science is a minimum requirement; a demonstrated outstanding record of research, teaching and service in Computer Science is essential. Applications, including a curriculum vitae and a list of publications, should be sent to: Prof. Michael Jenkin, Search Committee Chair, Department of Computer Science, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Candidates are asked to arrange to have three letters of reference sent directly to the above address. The deadline for applications is January 15, 1999. The Department of Computer Science at York University currently has 28 faculty members, and is in the process of moving to a new building with increased research, teaching and faculty space. The Department offers a full range of graduate and undergraduate programs, including a PhD program. York University is the third largest university in Canada. It is located in the heart of the Greater Toronto Area, and is within easy reach of downtown Toronto. For more information concerning the department see <http://www.csc.yorku.ca>. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY — The Department of Computer Science (http://www.csc.brocku.ca) invites applications for a tenure-track position at the assistant professor level to commence July 1, 1999, subject to final budgetary approval. Appointment at a higher level may be considered. Although experience in any of the general areas of networks, databases, artificial intelligence, human computer interfaces, man factors and delivered learning would be an advantage, qualified candidates in all areas of the discipline are encouraged to apply. The Department offers undergraduate degrees in Computer Science as well as Computing and Business. Faculty research currently focuses on networks, parallelism, programming languages and logic in artificial intelligence. Faculty also supervise graduate students through an arrangement with the University of

Guelph. The Department is served by a network of Silicon Graphics servers, and Macintosh and PC-compatible microcomputers. Applicants should have a PhD in computer science and are expected to establish a productive research program and to assume a normal range of teaching duties in the Department. Applications should include a curriculum vitae, a detailed research plan and a statement of equipment needs. Applicants should have three references write the Department directly. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Brock University is committed to a positive anti-discrimination policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications will be accepted until January 31, 1999. Contact: secretary@cs.brocku.ca

UNIVERSITY OF NEW BRUNSWICK — Computer Science applications are invited for tenure track appointments at the Assistant Professor level beginning July 1, 1999, pending budgetary approval. Salary will depend upon the qualifications and experience of the successful applicant who is expected to have a PhD degree or be nearing completion of this degree, with evidence of research accomplishments and potential of excellence in teaching. Applicants must be willing to teach at both the undergraduate and graduate levels with preference being given for persons interested in one or more of the following areas: Database/Information Systems; Multimedia Systems; Distributed Computing; Software Engineering; Operating Systems; Computer Graphics. All areas will be considered. Applicants must be prepared to actively pursue research and supervise graduate students. Those who have an interest in being co-appointed in another academic unit are especially encouraged to apply. The Faculty offers the BCS, MCS and PhD degrees and has 23 faculty positions with 100 undergraduates and 50 graduate students. The University of New Brunswick is committed to the principle of Employment Equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please direct all inquiries to: Dr. Jane M. Fritz, Dean, Faculty of Computer Science, University of New Brunswick, P.O. Box 4100, Fredericton, NB E3B 5A3, Phone: (506) 453-4556 Fax: (506) 453-3566. E-mail: jane@unb.ca. Applications will be accepted until the position is filled.

ST. FRANCIS XAVIER UNIVERSITY — Department of Mathematics, Statistics and Computer Science. Applications are invited for a limited term position in Computer Science at the rank of Assistant Professor beginning September 1, 1999. This position may in the future be converted to a tenure track position. Applicants for this position should have a PhD (or have nearly completed the degree requirement) in computer science (or a closely related field), and be able to offer undergraduate courses in computer science. Preference will be given to candidates who are committed to high quality teaching. An applicant for this position should send a curriculum vitae, a transcript of graduate work, evidence of teaching ability, and arrange to have three letters of refer-

ence sent to: Dr. Sergei Kalin, Chair, Department of Mathematics, Statistics and Computer Science, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5 Canada; E-mail: skalin@fxu.ca. Supplementary evidence such as published work may be submitted. In accordance with Canadian Immigration requirements, this ad is directed in the first instance to Canadian citizens and permanent residents of Canada. Applications will be accepted until the position is filled. **UNIVERSITY OF WATERLOO** — Department of Computer Science. The University of Waterloo invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being the leader in Computer Science education and home to a diverse research program of international stature. Because of its recognized strengths and breadth, the Department is able to attract extremely well-qualified students at both undergraduate and graduate levels; these students contribute extensively to the Department's vitality. Priority will be given to candidates with extensive experience in designing, implementing, and evaluating practical software systems, and especially those with expertise in distributed systems, network computing, programming languages, software engineering, or database systems. Other successful candidates may have teaching and research experience in those fields more broadly or in artificial intelligence, computer graphics, data structures design, or design tools and methods. Successful applicants will be expected to develop and maintain a productive research program, to attract and develop highly valued graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. With over 40 full-time faculty members, including six new appointments in 1998, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-op program in North America. The Department has an excellent reputation for pure and applied research. For further information about the Department, please see <http://www.uwaterloo.ca/cs Dept>. Applicants should include a curriculum vitae and the names and e-mail addresses of at least three references. The application should be directed to the Chair, Professor Nick Gerome, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, cs-chair@uwaterloo.ca. To expedite handling of applications, candidates should list those named as references to direct supporting letters to the same address. The positions are expected to commence during the 1999 calendar year. The Department will begin to consider applications in November 1998; applications will be considered as soon as they are complete and until February 28, 1999 as long as positions remain available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian

Professeur(e)s agrégé(e)s en sciences informatiques École d'ingénierie et de technologie de l'information

L'École d'ingénierie et de technologie de l'information (ÉITI) de l'Université d'Ottawa, cherche à combler deux postes contractuels de professeur(e)s adjoint(e)s en sciences informatiques.

La préférence sera accordée aux détenteurs d'un doctorat en sciences informatiques ou dans toute autre discipline connexe. De même pour tous candidat(e)s qui peuvent s'exprimer aisément dans les deux langues, l'anglais et le français.

Les candidat(e)s doivent avoir de bonnes références académiques ainsi que d'excellentes aptitudes en enseignement au niveau du 1er cycle.

La rémunération sera établie en fonction des compétences et de l'expérience de la personne choisie.

L'École offre des programmes complets de baccalauréat, de maîtrise et de doctorat en génie informatique, génie électrique, génie du logiciel, et sciences informatiques. L'Université offre d'excellentes occasions de collaboration avec l'industrie des technologies de pointe. Elle se situe au cœur de la capitale canadienne, région métropolitaine d'un million d'habitants reconnue pour la qualité de ses institutions culturelles et récréatives.

Les contrats pourront débuter dès le 1er janvier 1999.

Les demandes seront acceptées jusqu'à ce que les postes soient comblés.

Toute demande, accompagnée d'un curriculum vitae, doit être expédiée à l'adresse suivante : Directeur, École d'ingénierie et de technologie de l'information, Faculté de génie, 150 Louis Pasteur, Ottawa (Ontario) K1N 6N5 (ou par courrier électronique à director@site.uottawa.ca).

L'Université d'Ottawa a une politique d'égalité d'accès à l'emploi et invite toutes personnes qualifiées, y compris les minorités visibles, les autochtones et les personnes handicapées postuler. Les femmes sont fortement encouragées à poser leur candidature.

En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent.



Université d'Ottawa

Ontario Institute for Studies in Education OISE/UT of the University of Toronto

Associate Deans (Academic)

On July 1, 1996, the Ontario Institute for Studies in Education merged with the Faculty of Education, University of Toronto to become the Ontario Institute for Studies in Education of the University of Toronto (OISE/UT). One of the University of Toronto's largest faculties, OISE/UT has strong links to Canadian and international education communities. With five academic departments, six field centres throughout Ontario, a number of internal research centres, and the University of Toronto Schools and Institute of Child Study, OISE/UT offers a wide variety of teacher education, graduate and continuing education programs.

Applications and nominations are invited for two positions on OISE/UT's senior academic administrative team. Responsibility for OISE/UT's programs in initial teacher education, graduate studies, continuing education, and the two laboratory schools will reside with the two Associate Deans, Academic, with the division of responsibilities dependent upon the qualifications and interests of the chosen candidates. There will be particular emphasis on the development of new collaborative programs.

Preferred candidates will have proven administrative leadership, a commitment to excellence in teaching, and a strong record of scholarly publication in the field of education. A commitment to working collaboratively both within an institution and externally will be expected. A working knowledge of French will be an asset. Candidates must have the academic credentials and record of scholarly and professional achievement consistent with a tenured appointment.

Rank and salary will be commensurate with qualifications and experience. The appointments will commence on July 1, 1999. Applications and nominations are invited from within OISE/UT and from other institutions, and should be forwarded in confidence by January 8, 1999 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

For more
information
about OISE/UT,
please
visit our
web site at
<http://www.oise.utoronto.ca>.

University of Alberta Edmonton



Chair Department of Elementary Education

Faculty of Education, University of Alberta invites applications and nominations for a tenured position as Chair, Department of Elementary Education. Located in one of the largest Faculties of Education in Canada, the Department contributes to the pre-service education of approximately 1500 undergraduate students in the Elementary Education program. The Department offers Master's and Doctoral programs to approximately 140 full-time and part-time graduate students in the areas of Early Childhood Education, Curriculum and Instructional Studies, School Libraries, Teacher Education and elementary subject areas such as Art, Mathematics, Social Studies, Language Arts, Physical Education, Science and Music. Its programs are taught by 25 tenured faculty as well as sessional lectures.

The successful candidate will provide dynamic and innovative leadership to the Faculty during an important period of regeneration, which includes development of research initiatives, program development, and recruitment of faculty and graduate students. Applicants will have strong academic qualifications and a strong commitment to excellence in teaching

and research. Candidates must hold a Doctorate and have demonstrated academic leadership, excellent interpersonal skills, the ability to motivate and work efficiently with faculty, staff and students and effective interaction with the larger university and professional community.

The appointment will normally be for a five-year term, commencing July 1, 1999. Salary will be commensurate with experience. The application deadline is February 15, 1999.

Applicants should submit a current curriculum vitae, statement of research interests, example of recently published work, and the names of three referees to:

Dr. Larry Beauchamp, Dean
Faculty of Education
University of Alberta
845 Education South
Edmonton, Alberta T6G 2G5

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.

BIOCHEMIST

UNBC opened for full operations in 1994 and currently has more than 3000 students. The core campus is located in Prince George, a city of 75,000 people located in the centre of British Columbia, and there are a number of teaching centres throughout northern B.C. The region is an outdoor enthusiast's paradise: world-class canoeing and kayaking, skiing, fly-fishing and mountain biking are all located minutes from campus.

We are currently inviting applications for one full-time tenure-track or tenured position, with an anticipated start date of July 1, 1999. You must hold a PhD degree and preferably have some teaching and Post-doctoral experience.

A specialization in Biochemistry is required, preferably with research interest and experience in environmental biochemistry, to teach suite of biochemistry courses, some of which may include laboratory responsibilities. This appointment is expected to be at the Assistant Professor level although senior candidates will be considered.

We are a small and new institution in British Columbia and are well equipped with the most modern instrumentation. In addition to teaching responsibilities, you will be expected to develop a vigorous and competitive research program, at both the undergraduate and graduate levels.

Please forward your curriculum vitae, list of publications, summary of research interests and the names and addresses of three references (including telephone and fax numbers), to: Dr. Deborah Poff, Vice President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax: 250-960-7300. Inquiries may be made to Dr. Todd Whitcombe, Chair, Chemistry Appointment Selection Committee, (250) 960-6678 or email: whitcombe@unbc.ca. Applications will be accepted until the position is filled; review of applications will begin on January 31, 1999.

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA PARTICULARLY ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.



CLASSIFIEDS

citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

COMPUTING & INFORMATION SYSTEMS

SANITARY UNIVERSITY - Department of Finance and Management Science, Computing and Information Systems. Saint Mary's University, Department of Finance and Management Science, invites applications for a tenure-track position in the Computing and Information Systems area commencing September 1999. Candidates for all positions in CS must possess at least a Masters degree in a discipline relevant to computing and/or management information systems.

Candidates with a PhD degree or nearing completion will be given preference. Evidence of strong teaching effectiveness and communication skills is required. Saint Mary's University, one of Canada's oldest universities, is home to the Frank H. Sobey Faculty of Commerce, the largest business school in Eastern Canada. A Bachelor of Commerce degree is offered with a variety of specializations, including Computing and Information Systems. In addition, Saint Mary's offers a Master of Business Administration degree, an Executive MBA, and proposes to implement in 1999 a PhD degree in Business Administration. Applicants should include a letter of application, curriculum vitae, copies of recent research papers, teaching evaluations, and three letters of reference. Applications will be accepted until the position is filled and should be forwarded directly to: Dr. Milton Chow, Acting Chair, Faculty of Commerce and Management Science, The Frank H. Sobey Faculty

of Commerce, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, or by fax to: (902) 420-5121. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website: <http://www.smu.ns.ca>

COMPUTING SCIENCES

UNIVERSITY OF ALBERTA - Department of Computing Sciences. Applications are invited for at least three tenure-track positions at the Assistant Professor level as part of our department's continued expansion. Candidates are sought in database systems, software engineering, networks and systems, and algorithms. Outstanding candidates in other areas and at more senior ranks will be considered. Responsibilities for all positions include research and teaching at both the graduate and undergraduate levels. Excellent research support is provided to successful candidates. The Department consists of 25 academic staff, 25 postgraduate students, and 300 undergraduate students. We have made significant effort in recruiting good students, and our goal is to have a graduate program that is among the best in North America. Our facilities include an extensive and well-maintained network of all varieties of computing systems, including a 44 processor SGI Origin 2000 (the largest academic computer in Canada), the only virtual reality immersive display (CAVE) in Canada, and a well-equipped imaging laboratory with the support of the Department's locally well-connected with the Campus FDU network. Experimental ATM network connections are available for research projects. There are excellent laboratories in algorithms, artificial intelligence, cognitive science, computer vision, networks, computer graphics, computer vision and robotics.

database, parallel and distributed systems, and software engineering. The department plays a leadership role in two multidisciplinary institutes: the Research Institute for Multimedia Systems (RIMS), which manages the CAVE, and the Network Institute for Advanced Computational Infrastructure (NACI), which manages the SGI Origin 2000. Salaries will be commensurate with qualifications and experience. Send curriculum vitae, three letters of references and up to three reprints or copies of important publications. A PhD or equivalent is the minimum qualification; new PhDs should include a copy of their transcript. Applications will be accepted until March 1, 1999 with employment commencing on July 1, 1999. To discover more about our department please visit www.uab.ca. Please send applications to: Randy Goebel, Chair, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Telephone: (403) 429-4585, Fax: (403) 429-1071, E-mail: goebel@uab.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CRIMINOLOGY

SANITARY UNIVERSITY - Department of Sociology and Criminology. Saint Mary's University, Department of Sociology and Criminology invites applications for a three-year limited appointment with the possibility of conversion to a permanent position, at the rank of Assistant Professor, commencing September 1, 1999. Candidates should have a PhD, or be near completion, and have a strong record of research

and teaching in criminological methods and statistics. Other areas are open but the department is especially interested in applicants with expertise in media and crime, victimology, international criminology, and the history of criminology and crime. The Department has recently instituted a new undergraduate program in criminology and developed two graduate-level programs in the same field of study (subject to approval). The successful candidate will be expected to teach courses in both undergraduate and graduate programs. Applicants are asked to submit a curriculum vitae, an example of recent work, and arrange for three letters of reference to be sent directly to the Department's Chair, Professor Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Applicants are requested for ensuring that their files, including letters of reference, are complete. This represents a position previously advertised in the spring of 1998. Closing date for applications is February 15, 1999. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website: <http://www.smu.ns.ca>

DANCE

YORK UNIVERSITY - Contemporary/Modern Dance Instructor and Dance Teacher. The Department of Dance, Faculty of Fine Arts, York University, intends to make a tenure-track appointment in Contemporary/Modern Dance and Dance Theory to commence July 1, 1999. Applicants should be capable of teaching a range of modern/contemporary dance forms to levels extending from first to fourth year university dance students, and be capable of teaching dance composition, improvisation and choreography. Candidates should also be capable of serving as artistic director for concerts and for the York Dance Ensemble. The specific areas of the overall teaching and research should include one or more of the following dance ethnology, dance education, dance science, critical theory, dance history, movement analysis, digital technology applied to education and/or performance. Teaching will be expected at the undergraduate and graduate levels. Duties of the position will include committee work and the development of a program of productive academic and/or creative research. The preferred candidates will have a Master's or Doctoral degree in addition to professional experience in performance and choreography, and teaching experience in a post-secondary dance program. This appointment is intended for renewal purposes, and therefore is to be an entry level position. Rank and salary will be commensurate with the qualifications and experience of the candidate. A letter of application with curriculum vitae and names/addresses of three referees should be sent to: Norma Sue Fink, Chair, Department of Dance, Faculty of Fine Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. Deadline for application is January 15, 1999. This advertisement is subject to budgetary approval. York University is implementing a policy of employment equity, including Affirmative Action for women. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DRAMA

UNIVERSITY OF ALBERTA - Department of Drama. Applications are invited for a full-time tenure-track appointment at the Associate Professor level. The successful applicant will have scholarly expertise in two or more of the following: Dramatic Literature and Criticism, Theatre History, Dramaturgy, and Dramatic/Theatrical Theory. Background which includes knowledge of theatre and drama within the Western European canon would be valuable. Candidates should have a PhD and a substantial record of scholarly publication, and be actively engaged in research. The successful applicant should have teaching experience at the post-secondary level and will focus primarily on teaching in the BA, BA (Honours), and MA Drama programs, and will be expected to teach courses which integrate dramatic text with its performance aspects. As these programs combine the artistic and scholarly strengths of a diverse faculty, the successful applicant will be asked to share teaching responsibilities in college atmosphere, and work with other Department members on the development of curriculum that addresses the needs of today's students. The successful applicant will teach and supervise students at the undergraduate and graduate levels, including Honors Essays and MA theses. Faculty are also required to engage in research to assure appropriate academic and teaching responsibilities. The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the departmental number of budgets anticipated over the next several years will reinforce the lively and productive intellectual environment on which it prides itself. The Department of Drama offers academic programs leading to BA, BA (Honours), and MA degrees as well as conservatory programs leading to BFA degree in Acting, Theatre Design, and Technical Theatre, and MFA degrees in Directing and Theatre Design. Graduates from all programs have identified records of achievement on a national scale. The Fine Arts Building, with its four performance spaces for drama, was designed specifically for the teaching of theatre arts, music, and visual arts. The Theatre Centre for the Arts, a separate and highly acclaimed theatre complex which opened in March 1995, contains a 300-seat proscenium stage, a flexible playing space, a green room, dressing rooms, and workshops for scene construction, properties, and costumes. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered for the position effective July 1, 1999. The appointment can be up to the level of the Associate Professor level (1998/99, \$50,400). Letters of reference and academic transcripts to be sent to the above address. Deadline for letters of application, as well as supporting materials, is January 15, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

EARTH & ATMOSPHERIC SCIENCES

UNIVERSITY OF ALBERTA - Structural Geology. The Department of Earth and Atmospheric Sciences is seeking a structural geologist, tenure track position, who will be responsible for the analysis of structural geology on sedimentary basins and/or thrust-fold belt structures. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in research and teaching. Thus, the successful candidate will be expected to initiate an innovative and research program in the field of structural geology. The department includes the supervision of MSc and PhD students and interaction with other faculty members who are engaged in research programs that involve various aspects of structural geology. This position will also be responsible for structural geology at the undergraduate and graduate levels, field school, and general earth science courses. The department is exceptionally well-equipped with state-of-the-art analytical equipment (e.g., electron microprobe, scanning electron microscope, X-ray powder diffractometer, and isotopic composition laboratory). Detailed information on the faculty and facilities of the department can be found on the World Wide Web at: <http://www.earthsci.ca>. The appointment for this position can be at the Assistant Professor, Associate Professor or Professor level. Applicants must hold a PhD degree and have a proven research record. The appointment will commence on July 1, 1999 provided that a suitable candidate can be found. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3. Fax: (403) 429-8150. Applications by e-mail will be accepted. Applicants should also arrange for three letters of reference to be sent to the Chair. Deadline for the receipt of applications and letters of reference is January 1, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA - Physical Oceanography. The Department of Earth and Atmospheric Sciences is seeking a physical oceanographer. An interest in unravelling and understanding ocean circulation patterns under the influence of past climate conditions would be an asset. The Department of Earth and Atmospheric Sciences has an international reputation for excellence in research and teaching. This position will be expected to initiate an innovative and rigorous research program that includes the supervision of MSc and PhD students and interaction with other faculty members who are engaged in related research programs. This person will teach courses in oceanography at the undergraduate and graduate levels. Detailed information on the faculty and facilities of the department can be found on the World Wide Web at: <http://www.earthsci.ca>. The tenure-track appointment for this position will be at the Assistant Professor level. Applicants must hold a PhD degree and have a proven research record. The appointment will commence on July 1, 1999 provided that a suitable candidate can be found. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests, should be addressed to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3. Fax: (403) 429-8150. Applications by e-mail will be accepted. Applicants should also arrange for three letters of reference to be sent to the Chair. The competition will be closed once a suitable candidate has been identified. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA - Department of Earth and Atmospheric Sciences. Graduate students for the NSERC University Faculty Award (UFA) nomination. The Department of Earth and Atmospheric Sciences is seeking candidates for nomination in the recently announced NSERC UFA competition. Competition rules restrict applicants to female candidates who, or about to receive, PhD degrees who are Canadian citizens or permanent residents and who have never previously held a tenure-track University appointments in a Canadian University. We are especially interested in applicants in the fields of Atmospheric Sciences, Geology, Seismology or Space Geodesy but will accept applicants in other areas of departmental activity will also be considered. Details of the UFA program are posted on our website at: <http://www.earthsci.ca> and details of the Department can be found at our web site (<http://www.earthsci.ca>). Because of short deadlines we must ask applications by November 20th at the latest. Applications should include a curriculum vitae, a list of references or a list of two referees, normally PhD and postdoctoral supervisors, whom we can contact. Short listed candidates will also be asked to prepare a draft NSERC grant application. Applicants are invited to contact Karen Cunningham (karen.c@uab.ca or 416-746-5245, or fax to 416-746-5817) for further information.

EAST ASIAN RELIGION

UNIVERSITY OF TORONTO - The Department for the Study of Religion in the University of Toronto invites applications for a tenure-track position in East Asian Religions, at the rank of Assistant Professor with a research focus in the religions of China. Applicants should have a PhD in Religion or another appropriate field. They should display ability to teach introductory courses in world religions and in the study of religion as well as introductory and upper-level courses in their areas of specialization. Evidence of outstanding potential as a research scholar and as a teacher is required. Salary will be commensurate with qualifications and experience. A letter of application, curriculum vitae, evidence of teaching experience, and three letters of reference should be sent to Professor J. Goering, Chair of the Study of Religion, 123 St. George St., University of Toronto, Ontario, M5S 1A5. Candidates invited for an interview will be asked to send samples of their published work. The appointment will be effective July 1999. All applications should be received by January 15, 1999. In accordance with Canadian immigration requirements, the notice is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications



DALHOUSIE UNIVERSITY Probationary Tenure Track Positions in Adult or Community or Family Nursing

Applications are invited for four full-time probationary tenure track positions in the School of Nursing in the areas of Adult Care or Community or Family nursing commencing August 1, 1999.

The successful candidates' primary responsibilities include teaching undergraduate and/or graduate level courses, developing a program of ongoing research, and participating on masters theses committees. Protected research time is a component of assigned faculty workload, and an attractive research support fund may be negotiated. The opportunity to negotiate a joint appointment with an appropriate health care agency is available.

Requirements for these positions are: a masters degree in nursing, doctoral degree or currently enrolled in a doctorate program; practice experience in adult, or community or family nursing; teaching effectiveness; evidence of an active or developing research and publication program; eligible for registration with the Registered Nursing Association of Nova Scotia; and the ability to work collaboratively. Familiarity with diverse research methodologies and experience in distance education are assets.

A more detailed description of the requirements for these positions is available from:

L. Matsell, Administrative Coordinator
School of Nursing, Dalhousie University
Halifax, NS B3H 3J5

Fax: 902-494-3387
E-mail: lisa.matsell@dal.ca

In accordance with Canadian immigration requirements, and subject to budgetary approval, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women.

Application deadline: January 9, 1999



McGill Gretta Chambers Chair in East Asian Art History

McGill University invites applications for the Gretta Chambers Chair in East Asian Art History, a joint appointment in the Departments of East Asian Studies and Art History at the associate professor level (advanced assistant professor may apply), commencing September 1999. The field of specialization is open, but candidates must have a specialization in Chinese art, and an understanding of methodology, critical theory, and developments in modern and contemporary East Asian art. The candidate will be expected to contribute to the development of East Asian Art History at McGill. At least a reading knowledge of French is required. The candidate should have a strong teaching record. The application deadline is February 5, 1999 or until position is filled. Applicants should send a statement of their research program, teaching philosophy/ methods and sample of publications, along with their c.v. and two letters of reference.

Chair, East Asian Art History Search
Department of Art History, McGill University
853 Sherbrooke St. West
Montreal, Quebec, Canada H3A 1T6
Tel: (514) 398-6541
Fax: (514) 398-7247

In accordance with Canadian immigration requirements this advertisement is addressed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Dean, Faculty of Music Wilfrid Laurier University

Wilfrid Laurier University invites applications and nominations for the position of Dean of the Faculty of Music effective July 1, 1999.

Located in the twin cities of Waterloo and Kitchener, Ontario, Wilfrid Laurier University has an enrolment of approximately 6700 full-time students and 1700 part-time students in its Faculties of Arts and Science, Music, Social Work, Graduate Studies, and the School of Business and Economics. The University offers undergraduate, Masters and Doctoral degrees. It has an annual operating budget of over \$60 million, and employs over 1000 faculty and staff.

The Faculty of Music provides a thorough education in the discipline of music, within a broader liberal arts environment, and provides the skills and expertise necessary for employment in music professions. The student body is limited to approximately 300 undergraduates to allow ready access to instructors, while being large enough to form a full orchestra, three choirs, an opera program, and chamber music, baroque, wind, jazz and contemporary music ensembles. The Faculty offers — within a non-departmentalized structure — programs leading to honours degrees in Music and Music Therapy, and diploma programs in chamber music, opera, and performance.

Candidates should possess appropriate academic or professional qualifications, an outstanding record of performance or scholarly publication, and teaching and administrative experience in a university setting. Decadal appointments are for five-year periods and are renewable.

Applications and nominations, together with a current curriculum vitae and the names of three referees, should be forwarded by January 29, 1999 to the address shown at left.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. Additional information on Laurier and the Faculty of Music can be found on the World Wide Web (<http://www.wlu.ca>).

LANDMARK Consulting Group

A division of
The Enns Partners Inc.

70 University Ave.
P.O. Box 14
Toronto, CANADA
M5J 2M4
Fax: 416-598-4328

ANNONCES CLASSÉES

from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

ECOLOGIE

UNIVERSITY OF BRITISH COLUMBIA — The Department of Zoology, University of British Columbia, invites applications for a tenure-track Assistant Professor in experimental population community ecology. Candidates working with freshwater, marine, or terrestrial systems are particularly encouraged to apply. The successful applicant will be expected to teach core and upper-level courses in ecology and organismal biology and play an active role in the UBC Centre for Biodiversity Research. The position is expected to start July 1, 2000; interviews will take place in spring 1999. Appointment is subject to final budgetary approval. Applications should contain a summary of research interests, a curriculum vitae, reprints of three key publications, and the names of three referees who have been asked to provide letters of reference. These should be directed to: Dr. J.M. Smith, Department of Zoology, University of British Columbia, 6270 University Boulevard, Vancouver, BC Canada V6T 1Z4 (fax: 604-822-5780). Closing date for application is January 15, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

ECONOMICS

UNIVERSITY OF ALBERTA — The Department of Economics invites applications for three full-time positions starting July 1, 1999. Appointments will be made at the junior or senior levels. Entry-level applicants are expected to have a PhD (or be close to completion) and must display a promise of excellence in teaching and research. Candidates at the upper levels must have well-established teaching and research records. We invite applications from outstanding individuals in all fields, but we are especially interested in candidates with teaching and research interests in microeconomics and international trade. Salary is commensurate with qualifications and competitive with other Canadian institutions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to Kenneth Horne, Chair, Department of Economics, University of Alberta, Edmonton, Alberta T6G 2H4 by December 1, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF BRITISH COLUMBIA — Post-doctoral Fellowship. Applications are invited for a post-doctoral fellowship with the Western Research Network on Education and Training (WRNET) in the Department of Economics at the University of British Columbia (UBC). The interdisciplinary research network funded by the SSHRC. The principal research focus of the network is on the relationship between educational and training processes and the outcomes of human capital formation. A related objective is to analyse the determinants of educational outcomes themselves. The successful candidate will have research interests in the relationship between education and training and labour market outcomes. The fellowship will be tenable for up to two years, and the successful candidate must have completed all requirements for a doctoral degree before the fellowship period begins. The fellowship will be remunerated at current SSHRC rates of \$23,500 per year. Research support of \$5,000 per year is also available. This income can be supplemented by teaching one or two courses in the Department of Economics at UBC, remunerated at the rate of \$3,000 per one term course. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified individuals to apply. Other things being equal, preference will be given to Canadian citizens or permanent residents of Canada. But there are no restrictions on who may apply for the fellowships. Interested candidates should send an application, including a curriculum vitae and the names of three referees to: W. Craig Riddell, Department of Economics, University of British Columbia, 8957-1873 East Mall, Vancouver, BC V6T 1Z2. Email: criddell@interchange.ubc.ca or to further inquiries may also be directed. The closing date for applications is December 31, 1998. For more information about WRNET visit their website at: <http://www.ubc.ca/wrnet>

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for a two-year limited term appointment at the rank of Assistant Professor commencing July 1, 1999. Candidates must have a PhD (completed or near completion) preferably with some teaching and research experience. Duties include teaching at the undergraduate and Master's level and research. Candidates in all areas will be considered. This advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. A smoke-free working environment is provided. The position is subject to budgetary approval. Applications with a curriculum vitae and the names of three referees should be sent to: Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

UNIVERSITY OF WATERLOO — Economics. Applications are being accepted for a tenure-track position at the assistant professor level in Economics beginning September 1, 1999. Consideration will be given to candidates who have either completed their PhD or are near completion. While all areas of Economics will be considered, the department is especially interested in public finance. The successful candidates will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. Salary range will be commensurate with experience and qualifications. The closing date for applications is February 1, 1999. Send curriculum vitae and arrange for three letters of reference to be sent to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

global society; and to the Faculty of Education, where the successful candidate will strengthen the area of technological-mediated literacy and will contribute to the development of innovative approaches to pedagogy. Teaching duties will include collaborative development and delivery of courses within a new undergraduate program on Media, Information and Technology in the Faculty of Information and Media Studies as well as teaching within the Faculty of Education. Expertise is expected in mediated teaching and learning as well as literacies (verbal, audio, and visual) in the context of multimedia. Interested candidates should send their curriculum vitae, names and addresses of three referees and copies of their scholarly writing to: Dr. Manuhab Pandak, Dean, Faculty of Information and Media Studies, Middlesex College, The University of Western Ontario, London, ON N6A 5B7. Postors are subject to budgetary approval. The closing date for applications is January 15, 1999 or when the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal people, and persons with disabilities.

EDUCATION

BROCK UNIVERSITY — Faculty of Education, Mathematics, Curriculum and Research Methods. The Faculty of Education at Brock University invites applications for a tenure-track appointment at the Assistant Professor level. Preferred candidates will possess an earned doctorate or equivalent (ABD candidates will be considered) and will have demonstrated excellence in teaching. Candidates will have a knowledge base in teacher education and will possess, or show evidence of the ability to develop a record of scholarly work in the field of curriculum processes with an emphasis on school mathematics. Prior teaching experience at the elementary, secondary, or post-secondary level would be an asset. Responsibilities of the position include teaching at pre-service and graduate levels in school mathematics, curriculum processes, and research methods. Supervision of both BEd and MEd students will also be expected. The home department is the Faculty of Education for this position is the Pre-Service Department with a cross appointment to the Department of Graduate and Undergraduate Studies. Applicants must include full curriculum vitae and the names, addresses and phone/fax number/address of three or more referees to: Dr. M. Manley-Galim, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A4. The deadline for applications is January 23, 1999. The appointment will commence July 1, 1999, "subject to final budgetary approval." In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, qualified women and men are equally encouraged to apply.

UNIVERSITY OF WESTERN ONTARIO — The Faculty of Education and the Faculty of Information and Media Studies invite applications for a full-time probationary (tenure-track) faculty appointment at the rank of Assistant Professor. This position is a joint appointment between the two units. Candidates should have a PhD in Education, Communications, Media Studies, or related discipline, and show evidence of strong research and teaching excellence in teaching. Applicants should have a research interest in the ways in which concepts and ideas are expressed, embodied, taught, and learned in a multimedia and hyper textual environments. The successful candidate will bring enthusiasm, academic vigour, and collaborative abilities to two units, the new Faculty of Information and Media Studies, one which takes as its scholarly domain the role and impact of information, media and communications in the lives of individuals and in

appointments are subject to budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. **UNIVERSITY OF MANITOBA** — The Department of Educational Administration, Foundations and Psychology, Faculty of Education, University of Manitoba invites applications for a full-time tenure track position at the level of Assistant Professor in the area of Educational Administration. Applicants must have expertise, demonstrated by specialization and scholarship, in one or more of the following areas: Administrative and Organizational Theory; Gender Studies in Educational Administration; School Effectiveness; Human Resource Management; Educational Leadership. Candidates must hold an earned doctorate at the time of appointment and must have demonstrable capacity, potential and interest in research. An ability to teach well at

both undergraduate and graduate levels will be an important consideration as the successful candidate will be expected to teach at both levels and to supervise graduate students. The successful candidate will be expected to work with educational administrators in school systems, administrative experience in education will be an asset. Salary will be commensurate with experience and qualifications. The current salary range for Assistant Professors at the University of Manitoba is \$40,868 - \$53,300 (under review). The start date for the position is July 1st, 1999 or as soon thereafter as possible. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. The advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit their applications, including a curriculum vitae and the names of three referees, by January 15th, 1999 to: Dr. Ron Young, Head, Department of Educational Administration, Foundations and Psychology, Faculty of Education, University of Manitoba, Manitoba, Canada R3T 2N2. (e-mail: young@munmanoba.ca) Further information concerning the Department and the University may be obtained from: <http://www.umanitoba.ca>

UNIVERSITY OF MANITOBA — Applications are invited for one tenure-track position at the Assistant Professor rank, in Music Education starting July 1, 1999. Candidates must have a completed or nearly completed doctoral degree and teaching experience in a school system. Knowledge of and experience in Orff and Kodaly methods, and middle and senior choralwork would be assets. Responsibilities of the position include: (i) teaching undergraduate and graduate courses in music education; (ii) carrying out an active program in research, scholarship and/or creative activity; (iii)



UNIVERSITY OF SASKATCHEWAN Assistant Professor

The Department of Geography at the University of Saskatchewan invites applications for a tenure-track position at the rank of Assistant Professor in the area of Social or Cultural Geography. The department would especially like to attract applicants whose scholarly interests include Gender and Geography or the application of scholarship to Urban or Rural settings. Applicants should be prepared to demonstrate their potential for excellence in both research and teaching. The successful applicant is expected to hold a PhD at the time of appointment.

Geography has a growing undergraduate program in the areas of Social and Cultural Geography and has strong links to several relevant interdisciplinary programs, including the Regional and Urban Development (Planning) program, the Land Use and Environmental Studies program, and to other cognate disciplines. The Department maintains a significant graduate program offering M.A., M.Sc., and PhD degrees. There are also numerous opportunities for collaboration with government and community-based organizations in Saskatoon. The appointment would begin July 1, 1999, subject to budgetary approval.

The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. This position has been cleared for advertising at the heretwo level. Applications are invited from qualified individuals, regardless of their immigration status.

Applications, including a curriculum vitae and the names/addresses of three referees, should be sent to: Dr. Jim Randall, Department of Geography, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, Canada S7N 5A5. Phone: (306) 966-5678; fax: (306) 966-5680; e-mail: randall@usask.usask.ca. Closing date for this competition is December 31, 1998 or until the position is filled.

Department
of
Geography



Université d'Ottawa University of Ottawa

The Faculty of Education at the University of Ottawa invites applications for three tenure track positions at the assistant professor level.

English First and Second Language Education

- Qualifications:**
1. Doctorate with focus on English First and Second Language teaching and learning.
 2. Active research file in language teaching and learning in English First and/or Second Language contexts.
 3. Knowledge of instructional practices in secondary schools.
 4. Teaching experience at the secondary level is desirable.
 5. Active knowledge of French as a condition of tenure or as a condition of contract renewal, and ability to teach in both official languages is mandatory.

Responsibilities:

1. Teaching at the undergraduate level in English as a First and Second Language. Possibility of teaching foundation courses in French to FSL pre-service candidates.
2. Teaching at the graduate level.
3. Research in English First and Second Language teaching and learning.
4. Supervision of theses and practica.
5. Participation in University activities.

Salary: Commensurate with qualifications and experience in keeping with the negotiated Collective Agreement.
Date of Appointment: July 1st, 1999

In keeping with Canadian immigration regulations, positions are offered to citizens and permanent residents of Canada. Equity is a University policy. Positions are subject to budgetary approval. Only those who are invited for interviews will receive a confirmation letter.

Educational Measurement, Assessment, and Evaluation

- Qualifications:**
1. Doctorate in Education with focus on Measurement and Evaluation
 2. Active research file in Assessment and Quantitative Research Methods
 3. Knowledge of advanced topics in measurement and statistics with emphasis on test development and multivariate techniques
 4. Knowledge of instructional and assessment practices in elementary and secondary schools
 5. Passive knowledge of French as a condition of tenure or as a condition of contract renewal.

Responsibilities:

1. Teaching at the graduate and undergraduate levels, more specifically: Quantitative Methods and Classroom Assessment
2. Research in quantitative research methods and educational assessment
3. Supervision of theses and practica
4. Participation in University activities

Social Studies Education

- Qualifications:**
1. Doctorate in Education with focus on Social Studies or relevant discipline
 2. Active research file in Social Studies Education
 3. Teaching experience at the elementary level is desirable
 4. Passive knowledge of French as a condition of tenure or as a condition of contract renewal.

Responsibilities:

1. Teaching Social Studies Pedagogy, primarily at the Primary/Junior Division
2. Teaching at the graduate level
3. Research in Social Studies Education
4. Supervision of theses and practica
5. Participation in University activities

Applicants should forward their application, curriculum vitae and the names, addresses and phone numbers of three individuals who would serve as references before **February 15, 1999** to:

Gécile Champagne-Muzar,
Vice-Dean (Programs),
Faculty of Education, University of Ottawa,
145 Jean-Jacques Lussier Street, Ottawa, Ontario K1N 6N5.

Please indicate the following reference number on your application: 1298A1



Brandon University ASSISTANT PROFESSOR— PSYCHIATRIC NURSING

The School of Health Studies invites applications for a position in the Bachelor of Science in Psychiatric Nursing program which was established in September, 1995. Graduates of this program are eligible for licensing examinations for practice as a Registered Psychiatric Nurse. The successful candidate will be responsible for development and delivery of courses; facilitation of labs and clinical practice; participation in University and professional activities; and research and scholarly work.

Qualifications:

- (1) A Doctorate in a discipline relevant to Psychiatric Nursing, for example Mental Health Nursing, Nursing, Psychology, Sociology, or Social Work. A Master's degree and relevant experience will be considered.
- (2) Eligibility for active practicing registration with the Registered Psychiatric Nurses Association of Manitoba is strongly preferred.
- (3) Post-secondary level teaching, research and clinical experience in mental health.

The effective date of appointment will be January, 1999. Applications will be accepted until November 15, 1998 or until the position is filled. The position is a 5 year term appointment. Rank and salary will be commensurate with qualifications. Current salary range at Brandon University for Assistant Professor is \$37,798 - \$56,856.

Interested candidates should forward a curriculum vitae along with academic transcripts, sample teaching evaluations (if available), and should arrange for 3 letters of reference to be sent to: Dr. Linda Ross, Dean, School of Health Studies, Brandon University, Brandon, Manitoba R7A 6A9 Fax: (204) 726-5793.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.



DIRECTOR — PROVINCIAL LABORATORIES PATHOLOGY & LABORATORY MEDICINE

The British Columbia Centre for Disease Control Society (BCCDCS) together with the University of British Columbia (UBC) are seeking a Director for the Provincial Laboratories. The Provincial Laboratory at the BC Centre for Disease Control is housed in one of the best public health facilities in North America. The Laboratories provide provincial public health laboratory services and carry out a wide spectrum of routine diagnostic and reference microbiological laboratory functions, and public health-related research. Provincial Laboratories' staff also provide consultative services across a wide spectrum of communicable disease specialties.

The position involves leadership in the co-ordination, direction and planning of technical, clinical and scientific activities within the Provincial Laboratories. Key attributes required for this position include administrative skills, team-building skills, vision, particularly as related to public health microbiology, and excellent communication skills. Academic profile must show a track record of success in public health related research and educational endeavours. Candidates must have their FRCPSC in the laboratory medicine specialty of Medical Microbiology or other equivalent laboratory qualification. The successful applicant would be eligible for a full-time grant tenure track appointment at the rank of Associate Professor or Professor at the University of British Columbia in the Department of Pathology and Laboratory Medicine, and would be a member of the UBC Centre for Disease Control. Salary will be commensurate with qualifications and experience. The anticipated start date of this position is July 1, 1999.

In accordance with Canadian Employment and Immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. UBC and its affiliates hire on the basis of merit and are committed to employment equity. All qualified persons are encouraged to apply.

Letters of application and the names of three referees should be submitted with a current curriculum vitae by January 31, 1998 to:

Dr. Bruce M. McManus
Chair, Search Committee,
Professor & Head
Department of Pathology and Laboratory Medicine
University of British Columbia
G227-2211 Westbrook Mall
Vancouver, B.C. V6T 2B5

ASSISTANT PROFESSORS COMPUTER SCIENCE

UNBC opened for full operations in 1994 and currently has more than 3000 students. The main campus is located in Prince George, a city of 75,000 people located in the centre of British Columbia, and there are a number of teaching centres throughout northern B.C. The region is an outdoor enthusiast's paradise: world-class canoeing and kayaking, skiing, fly-fishing and mountain biking are all located minutes from campus.

Our Department of Mathematics and Computer Science invites applications for two full-time tenure-track positions in Computer Science at the Assistant Professor level commencing Fall 1999. Candidates in all areas of research are welcome to apply. Some areas of particular interest are: computer graphics and data visualization, multimedia communications, computer-supported cooperative work, computer networks and communication protocols. Qualifications include a Ph.D. in Computer Science or a closely related field (or imminent completion of degree), evidence of strong research potential and preparation to teach effectively at the undergraduate and graduate levels. Teaching experience is an asset. Courses to be covered include introductory object-oriented programming, human interface design, systems analysis and a variety of upper division courses. Experience in software development projects and demonstrated interest in collaboration with industry are desirable.

The UNBC Computer Science program has been growing rapidly since its start in 1994. It has a strong undergraduate program and developing graduate studies. Current faculty research areas include artificial intelligence, software engineering, parallel and distributed computing, databases, real-time systems and computational mathematics. The departmental facilities presently consist of one hardware laboratory and three software laboratories with Sun Sparc and SGI workstations, connected to Sun Ultra servers, and supported by a full-time systems administrator. Access is provided to NT, MS Windows, Macintosh and SGI-based GIS laboratories.

Candidates should submit a letter of application, a current curriculum vitae, a statement of research and teaching interests, and the names and addresses of three referees, to: Dr. Deborah Poff, Vice-President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax: 250-960-7300. Inquiries may be directed to Dr. Lee Keener, Chair of Selection Committee, Department of Mathematics and Computer Science, e-mail: c-seo.ch@unbc.ca, fax: 250-960-5545. Applications received by February 15, 1999 will be given preference, but the search will continue until the positions are filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA PARTICULARLY ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.



advancing graduate student research; (4) supervising student teachers; (5) participating in service activities; and (6) serving as an active liaison with other university departments, including professional, school divisions, and agencies such as the provincial department of education. Salary is dependent on qualifications and experience. (1998/99 salary range \$40,868 to \$53,300 [under review]). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, complete with curriculum vitae, and the names and contact information of three referees should be forwarded to: Dr. Richard Wedgewood, School of Music, University of Manitoba, Winnipeg, MB, R3T 2N2. Phone: (204) 474-9463; fax: (204) 275-0834; e-mail: wedgewood@unimanioba.ca or Dr. Joan Walters, Department of Curriculum Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, MB, R3T 2N2. Phone: (204) 474-9021; fax: (204) 474-7550; e-mail: jwalters@unimanioba.ca. The closing date for applications is January 15, 1999.

UNIVERSITY OF MANITOBA — Applications are invited for a tenure-track position at the Assistant Professor level in Social Studies Education at the Early Years (K-4) level starting July 1, 1999. Candidates must have a completed or nearly completed PhD and successful teaching experience at the K-4 level with a commitment to an inquiry-based approach to curriculum. The successful candidate will need to work collaboratively as a member of an Early Years program team. Responsibilities include: (1) teaching undergraduate and graduate courses in Early Years education; (2) carrying out an active research program; (3) advising graduate student research; (4) supporting the development of pre-service and in-service teachers; (5) participating in the Faculty's service activities; and (6) serving as an active liaison between the Faculty and other university departments including professional, school divisions, and agencies such as the provincial department of education. Salary is dependent on qualifications and experience. (1998/99 salary range \$40,868 to \$53,300 [under review]). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, complete with curriculum vitae, transcripts and the names and contact information of three referees should be forwarded to: Dr. Joan Walters, Department of Curriculum Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, MB, R3T 2N2. Phone: (204) 474-9021; fax: (204) 474-7550; e-mail: jwalters@unimanioba.ca. The closing date for applications is February 15, 1999.

UNIVERSITY OF VICTORIA — The Faculty of Education will require several hundred teachers in the 1999 Summer Session. Applicants are invited for the following areas: Graduate Courses: Curriculum Studies, Educational Psychology, Counseling, Educational Administration, Reading and English, Language Arts, Educational Foundations, Special Education, Educational Technology, Science, Science and Society, Coaching Studies, Music Education, Art Education, Undergraduate Courses: Reading/Language Arts, Foundations, English as a Second Language, Educational Psychology, Child Adolescent Development, Exceptional Children, Learning Disabilities, Counseling, Media and Library Education, Educational Technology, Science Education (Physics, Earth Science, Biology, and Curriculum & Instruction), Mathematics Education, Social Studies Education; Physi-

cal Education; Arts Education (Art, Music, Drama). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal persons. Send application letter and curriculum vitae, by February 1, 1999, to: Dr. Bruce L. Howe, Dean, Faculty of Education, University of Victoria, P.O. Box 3070, Victoria, B.C. V8W 3H4.

UNIVERSITY OF ALBERTA — The Department of Educational Policy Studies invites applications for two full-time tenure-track positions. The appointments will normally be at the Assistant Professor level with a minimum salary of \$45,000 (subject to confirmation of funding). One position may be filled at a more senior level. The date of appointment will be July 1, 1999. Applicants should have a doctoral degree, a strong commitment to research, scholarly publication, and teaching. The Department has a large enrolment of matters and doctoral students as well as a major commitment to the undergraduate programs of the Faculty of Education. Graduate programs are offered in adult and higher education, educational administration and leadership, First Nations education, international/global education, and the social and cultural context of education (including history, philosophy, sociology, and intercultural education). Applications are invited from those qualified to contribute to one or more of these program areas, but priority in hiring will be given to those who can contribute to more than one area. Successful candidates will be responsible for teaching undergraduate and graduate courses, supervising graduate students, and developing and maintaining a personal program of research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a letter outlining potential contributions to the Department, a curriculum vitae, a sample of scholarly work, and the names of three referees to be sent to Stephen P. Morris, Chair, Department of Educational Policy Studies, University of Alberta, Edmonton, Alberta, Canada T6G 2G5. The application deadline is February 28, 1999. The University of Alberta is committed to the principle of equal employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Faculty of Education, Dean's Office, is seeking an individual to fill a permanent position in the Faculty of Education, Edmonton, Alberta, Canada T6G 2G5. Closing date for applications is January 31, 1999. The University of Alberta is committed to the principle of equal employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

Jean accueille des étudiants francophones et anglophones dans les programmes de BA, BAA (conjointement avec la Faculty of Business), BEd, BEd avec diplôme en art et MEd. Les programmes d'éducation de la Faculté Saint-Jean sont orientés vers la formation des enseignants pour l'enseignement en immersion française et dans les écoles francophones minoritaires, offrant un milieu unique d'enseignement et de recherche. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents. Si nous ne trouvons pas de candidats parmi les citoyens canadiens et résidents permanents répondant aux exigences du poste, d'autres individus seront considérés. Un curriculum vitae détaillé, une publication et les noms de trois répondants doivent être envoyés au plus tard le 15 février 1999 à : Madame Claudette Tardif, Doyenne, Faculté Saint-Jean, University of Alberta, 8406 rue Marie-Anne Gaboury, Edmonton, Alberta, Canada, T6G 4G3. Télécopieur: 403-465-8760. La University of Alberta respecte le principe d'équité en matière d'emploi. Comme employeur, elle encourage la diversité dans le milieu du travail et encourage les candidatures de toute personne qualifiée, femme et homme, y compris les personnes handicapées. Les personnes francophones et les membres des minorités visibles.

UNIVERSITY OF ALBERTA — The Department of Elementary Education, Faculty of Education, University of Alberta is seeking an instructor to teach Orff-Schulwerk Level III (July 5 to 16, 1999). Qualifications include: a minimum of 3 years of the psychological, philosophical and pedagogical significance of Orff-Schulwerk and extensive experience in active and creative music teaching based on Orff principles; knowledge of authentic folk materials from a variety of cultures; ability to teach advanced movement skills; ability to compose/range music for voices and Orff instruments and teach advanced Orff orchestration and compositional techniques; extensive Orff-Schulwerk teaching experience at the University level. Responsibilities: the instruction include both lectures and labs in ensemble, pedagogy and movement. Remuneration is \$2,500. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications accompanied by a curriculum vitae and three letters of reference should be sent to: Dr. Robert K. Jackson, Chair, Department of Elementary Education, 551 Education South, University of Alberta, Edmonton, Alberta, Canada, T6G 2G5. Closing date for applications is January 31, 1999. The University of Alberta is committed to the principle of equal employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ENGINEERING

UNIVERSITY OF ALBERTA — The Department of Electrical and Computer Engineering, University of Alberta, invites applications for tenure-track faculty positions in all areas of electrical, computer and software engineering. A major expansion of the department in the areas of engineering, communications, microelectronics and engineering physics programs is planned, creating up to 17 new tenure track faculty positions. This is in addition to vacancies currently available in the following areas: microelectronics, communications, computer and software engineering, power electronics and a position intended to augment an NSERC Industrial Research Chair involving lasers in the identification and characteriza-



Université d'Ottawa Directeur(trice) Département de médecine cellulaire et moléculaire

La faculté de médecine de l'Université d'Ottawa recherche une personne dynamique et dotée de leadership pour assurer la direction de son département de médecine cellulaire et moléculaire. Celui-ci est le résultat de la fusion des départements d'anatomie et neurobiologie, de pharmacologie et de physiologie, et compte 60 académiciens. Il est le plus vaste département de sciences fondamentales de la faculté. Le nombre d'étudiants inscrits aux études supérieures est de 60.

Vous comptez à votre actif des réalisations et des innovations exceptionnelles en enseignement et en recherche dans les domaines de la médecine cellulaire et moléculaire, ou de la biologie intégrative. Deux grands thèmes relient tout particulièrement l'attention du Département en matière de recherche : la neurotransmission et la croissance et le développement.

La maîtrise des deux langues officielles (anglais et français) est souhaitable.

Le traitement et le rang professoral (agréé(e) ou titulaire) seront fonction de votre formation et de votre expérience. Les personnes intéressées sont priées de faire parvenir leur curriculum vitae accompagné des noms de trois personnes pouvant fournir des références au Dr Peter Walker, Doyen, Faculté de médecine, 461, chemin Bywater, Ottawa (Ontario) K1H 8M5 Canada, d'ici au 30 janvier 1999.

Conformément aux exigences canadiennes en matière d'immigration, ce concours s'adresse à bord, mais non exclusivement, aux personnes ayant le citoyenneté canadienne ou le statut de résident permanent. Les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées sont encouragées à poser leur candidature. Pour de plus amples renseignements consulter <http://www.ottawa.academe/medcellm/>.



UNIVERSITY OF SASKATCHEWAN Assistant Professor

The Department of History at the University of Saskatchewan invites applications for a tenure-track position in the history of eighteenth and nineteenth century Europe. This appointment will begin July 1, 1999 at the assistant professor level and is subject to budgetary approval. PhD and publications are strongly preferred. Evidence of excellence in teaching is particularly invited.

Applicants should submit a letter of application, Curriculum Vitae, and any other supporting material, along with three confidential letters of reference to Larry Stewart, Head, Department of History, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, S7N 5A5 (Fax: 306-966-5852; E-mail: hst1dept@usask.ca).

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their application. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline is February 15, 1999.

Department
of
History

tion of materials. Additional information regarding the research areas of interest in the electrical and computer software engineering areas can be found on the departmental web page www.ualberta.ca. Applicants must have a PhD or a doctorate degree and a strong commitment to teaching and research. Industrial experience will be considered an asset. Salary and rank will be commensurate with qualifications and experience. The Department of Electrical and Computer Engineering currently has 32 full-time academic staff. Opportunities exist for collaborative research with other Engineering Departments, the Department of Computing Science, the Alberta Microelectronic Corporation, MPR, Laser Tech and Telecommunications Research Laboratories. Further information on the City of Edmonton can be found on www.edmonton.ab.ca. To apply, send a curriculum vitae including employment history, a statement concerning research and teaching interests, reprints of at least two representative research papers and the names of at least three referees to: Dr. C.E. Cassidy, Chair, Department of Electrical and Computer Engineering, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. The search will continue until the available positions are filled. To ensure consideration, please respond by February 5, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Civil Engineering, Construction, Marine and Harsh Environment. Applications are invited for a tenure track position at the Assistant Professor level commencing April 1, 1999 or earliest thereafter, in the area of construction in marine and harsh environment. Salary will be commensurate with experience. The successful applicant will be expected to teach effectively at the undergraduate and graduate level, to supervise graduate students, to participate in other educational, scholarly and professional activities, to actively liaise with the local offshore/onshore construction industry, and to develop a research capability in the area. Applicants should have an earned PhD in the field of construction engineering or a related area. Applicants must have a basic degree in

Civil Engineering with professional and research experience in the areas of design and construction in a marine and harsh environment (especially in cold regions). The applicant must be able to teach construction related topics such as project, cost, and risk management, quality assurance and control, and formwork design and analysis. A secondary area of expertise in marine geotechnical engineering, and the ability to teach highways engineering, surveying, and other core undergraduate courses will be an asset. Eligibility for registration as a Professional Engineer in Newfoundland is mandatory. The Civil Engineering discipline has well-established co-operative undergraduate and co-operative research programs in environmental, hydrochemical, geotechnical, structural, and ocean engineering. Partner positions are also available for qualified persons in many other scientific and engineering organizations in St. John's. Partners of qualified candidates for this position are invited to include their own CV for possible matching with other job opportunities. Applicants should send curriculum vitae, the names of three referees, and a one-page statement of teaching and professional interest and goals to: Dr. R. Sedghi, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X9; Fax: (709) 737-8975. Reference: CV-98-02 (Construction). The search committee will begin to review applications starting January 2, 1999, and will continue to do so until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is committed to Employment Equity.

UNIVERSITY OF VICTORIA — Faculty of Engineering, Software Engineering. Outstanding candidates with research and/or teaching experience in Software Engineering are invited to apply for one or more regular tenure-track Assistant Professor positions to begin on or after July 1, 1999. Duties will include teaching at the undergraduate and graduate levels, graduate student supervision, and research in software engineering or a related area. Expertise complementary to existing research programs is of particular interest. Teaching and/or industrial experience is viewed positively. Salary will be commensurate with qualifications and experience. Software

Engineering is being developed on an interdisciplinary basis. For an appointment in Electrical and Computer Engineering, a PhD in Computer Engineering or a closely related field is required and eligibility for registration as a Professional Engineer is desirable. For an appointment in Computer Science, a PhD in Computer Science or a closely related field is required. Applicants will, if applicable, be considered by both Departments and a joint appointment is possible. Detailed information on the Faculty, the Departments, existing research areas, and the Software Engineering programs can be found at <http://www.engr.uvic.ca>. Information about Victoria can be found at <http://www.victoria.bc.ca>. Send a curriculum vitae and the names of at least three referees by January 15, 1999 to: Dean M. Miller, Faculty of Engineering, University of Victoria, P.O. Box 3055, Victoria, B.C. Canada V8W 3P6. Fax: (250) 721-8676, e-mail: mmiller@engr.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people. Women are particularly encouraged to apply. **CONCORDIA UNIVERSITY** — The Department of Electrical and Computer Engineering invites applications for two tenure-track positions. One position is in the area of control systems with teaching and research interests in one or more of real-time (embedded) systems, robotics, neural networks. The second is in the area of computer engineering, preferably with teaching and research interests in one or more of real-time (embedded) systems, computer architecture, software engineering. Successful applicants will hold earned doctorates and will have demonstrated their commitment to excellence in teaching and research. An undergraduate degree in engineering and knowledge of French are assets. The Department's 18 faculty members participate in the offering of Bachelor's, Master's and Doctoral programs to some 550 undergraduate and 150 graduate students. In addition, they carry out research programs relevant to their fields of interest. Applications should include a resume and the names of at least three referees. They should be mailed, faxed or e-mailed before January 31st, 1999 to: Dr. Charles Giguere, Department of Electrical and Computer Engineering, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec, H3G 1M8 Canada, FAX: (514) 848-2802, Phone: (514) 848-3142, Email: charlesg@ece.concordia.ca.



Scotiabank Professorship in International Business

The Schulich School of Business at York University in Toronto, Canada, is seeking an outstanding scholar in international business for the newly established Scotiabank Professorship in International Business, effective July 1, 1999.

Preferred candidates will:

- have a PhD degree
- be at the full professor level (candidates at the senior associate level are also encouraged to apply)
- have international business teaching and research interests in one of: business policy (strategic management), marketing, organizational behaviour
- have cross-national and cross-disciplinary interests
- be expected to provide leadership in teaching and research in the area of international business

The deadline for receiving applications is January 29, 1999. However, candidates are encouraged to submit an application at the earliest possible date.

Salary and benefits are competitive. This position is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty.

Please send curriculum vitae, samples of research papers, information regarding teaching experience (including recent teaching evaluations), and names and addresses of three referees to:

Dr. Isaiah A. Litvak
Pierre Lassonde Chair in International Business
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario M3J 1P3
Canada

Web: www.bus.yorku.ca



University of Alberta Edmonton

Research Chair in Molecular Biology of Beef Cattle Production

The Department of Agricultural, Food and Nutritional Science at the University of Alberta invites applications for a Canada-Alberta Beef Industry Development Fund Chair in the area of Molecular Biology of Beef Cattle Production. The tenure-track appointment will be made at the Associate or Full Professor level with a balance of 75% research and 25% teaching.

The appointee will develop a world-class research and teaching program on the application of molecular biology techniques to the improvement of beef and beef cattle production. The Chair is mandated to enhance cooperation between scientists and other stakeholders in an Alberta beef research network which includes the University of Alberta, Alberta Agriculture, Food, and Rural Development (AAFRD), and the Agriculture and Agri-Food Canada (AAFC) Research Centres at Lethbridge and Lacombe. The research program coordinated by the Chair will involve the use of molecular techniques such as genomic analysis, linkage mapping and identifying genes responsible for variation in traits of economic importance, and the study of factors regulating gene expression. These molecular approaches will be integrated with experimental models currently in place in Alberta to study the physiological processes underlying production. The candidate will possess a PhD in a scientific discipline relevant to the study of the molecular biology of cattle, will have an established research record in molecular biology and a commitment to its application in research on bovine physiology and beef production. Demonstrated leadership ability, excellent communication skills and a strong

commitment to technology transfer are essential.

The University of Alberta has excellent on-campus research facilities and equipment, including a state-of-the-art Molecular Biology and Biotechnology Centre, numerous specialized analytical laboratories, a large animal metabolism unit, and a research ranch which includes a herd of 500 beef cows (for further details see www.afns.ualberta.ca). In addition the Chair will have access to AAFC research stations in Lacombe and Lethbridge which offer an additional range of facilities and research strengths in many complementary areas including rumen microbiology/biotechnology and meat science.

Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent by January 31, 1999 or until a suitable candidate has been found, to:

Dr. John Kennelly, Chair
Department of Agricultural, Food and Nutritional Science
University of Alberta
Edmonton, Alberta
Canada T6G 2P5

For further information on this position contact Dr. Kennelly at (403) 492-2131 / (403) 492-4265 (fax), email chair@afns.ualberta.ca or visit our web site.

The University of Alberta is committed to the principal of equity in employment. As an employer we welcome and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.

Lakehead UNIVERSITY

VICE-PRESIDENT (ACADEMIC)

Lakehead University invites nominations and applications for the position of Vice-President (Academic) effective July 1, 1999.

Lakehead University is located at the head of the Great Lakes in Thunder Bay, Ontario, and offers a comprehensive array of programs in the Arts and Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing and Outdoor Recreation. A significant mandate of the university is to serve the vast region of Northwestern Ontario and the aboriginal community through on-campus and community based programming, part-time studies and distance education. Lakehead also is a national and international institution and a large proportion of its approximately 5,500 students come from outside the region. The University has some 260 faculty engaged in teaching and research, and a staff of 360. The University's annual operating budget is approximately \$51 million. A strategic planning process is currently underway that is designed to position Lakehead for future growth and development in a changing environment.

The Vice-President (Academic) reports to the President and is responsible for developing and maintaining academic policies and regulations and, in consultation with deans and directors, for the general administration of the academic programs. Reporting to the Vice-President (Academic) are the deans of the Faculties, graduate studies, and directors of academic service areas.

Applicants should possess a PhD, with an established reputation in teaching and scholarly activity, as well as experience at a senior administrative level in a university. The successful candidate will have strong leadership qualities, experience in labour negotiations, the skill to facilitate implementation of the new strategic plan and the energy and enthusiasm to position Lakehead at the academic forefront of Canadian universities.

Nominations and applications should include a full curriculum vitae, a statement of interest, the names, addresses and phone numbers of three referees, and should be submitted in confidence to:

Search Committee for a Vice-President (Academic)
Office of the President
Lakehead University
Thunder Bay, Ontario, Canada P7B 5E1

Applications received by 30 November will be given preference.

For more information on Lakehead University, please visit our web site at www.lakeheadu.ca

In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Lakehead University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified applicants, including women, visible minorities, aboriginal peoples, and persons with disabilities.

CLASSIFIEDS

cordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

CARLETON UNIVERSITY — Department of Systems and Computer Engineering. Applications are invited for tenure-track positions at the Assistant Professor level in the Department of Systems and Computer Engineering to commence July 1, 1999. These positions are subject to budgetary approval. The department has launched a new Bachelor of Engineering program in Communications Engineering in 1998. Applicants must have a PhD in Electrical Engineering, Computer Engineering or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach, and have demonstrated capability in research, in one or more of communications network management and systems; network computing and operating systems and multimedia; network protocols; teletraffic or multimedia communications systems. The department takes full advantage of the high concentration of industry, government and university information technology-oriented research and development in the Ottawa area. It has a strong track record of research collaboration with many of the area's telecommunications and software industries. It is a major participant in CTO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research) and other information technology consortia. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. More information on the department is available from its web page <http://www.se.carleton.ca>. Applicants, with a curriculum vitae and the names of three referees should be sent to: Dr. R.A. Goubrin, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-5742; Fax: (613) 520-5722. Salary will be commensurate with qualifications and experience. Applications will be accepted as long as positions remain unfilled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Persons from those groups are encouraged to apply.

CARLETON UNIVERSITY — Department of Systems and Computer Engineering. Applications are invited for tenure-track positions at the Assistant Professor level in the Department of Systems and Computer Engineering to commence July 1, 1999. These positions are subject to budgetary approval. The department has launched a new Bachelor of Engineering program in Communications Engineering in 1998. Applicants must have a PhD in Electrical Engineering, Computer Engineering or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach, and have demonstrated capability in research, in one or more of communications network management and systems; network computing and operating systems and multimedia; network protocols; teletraffic or multimedia communications systems. The department takes full advantage of the high concentration of industry, government and university information technology-oriented research and development in the Ottawa area. It has a strong track record of research collaboration with many of the area's telecommunications and software industries. It is a major participant in CTO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research) and other information technology consortia. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. More information on the department is available from its web page <http://www.se.carleton.ca>. Applicants, with a curriculum vitae and the names of three referees should be sent to: Dr. R.A. Goubrin, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-5742; Fax: (613) 520-5722. Salary will be commensurate with qualifications and experience. Applications will be accepted as long as positions remain unfilled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Persons from those groups are encouraged to apply.

CARLETON UNIVERSITY — Department of Systems and Computer Engineering. Applications are invited for tenure-track positions at the Assistant Professor level in the Department of Systems and Computer Engineering to commence July 1, 1999. These positions are subject to budgetary approval. The department is launching a new Bachelor of Engineering degree program in Software Engineering in 1999 and has a strong graduate research program in the field. Applicants must have a PhD in Electrical Engineering, Computer Engineering or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach undergraduate and graduate courses, and have demonstrated capability in research, in one or more of the following areas: (1) software engineering, including software architecture, development methodologies, object-oriented techniques, software quality testing, maintenance, and systems analysis; (2) network computing and operating systems, middleware; (3) microprocessor systems, real time systems, embedded systems and software/hardware interfaces. Candidates with research strengths in other software related areas, such as human-computer interaction, databases, knowledge-based systems, and multimedia are also welcome. The department takes full advantage of the high concentration of industry, government and university information technology-oriented research and development in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications industries. It is a major participant in CTO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research) and other research consortia. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. More information on the department is available from its web page <http://www.se.carleton.ca>. Applicants, with a curriculum vitae and the names of three referees should be sent to: Dr. R.A. Goubrin, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-5742; Fax: (613) 520-5722. Salary will be commensurate with qualifications and experience. Applications will be accepted as long as positions remain unfilled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Persons from those groups are encouraged to apply.

CARLETON UNIVERSITY — Department of Systems and Computer Engineering. Applications are invited for tenure-track positions at the Assistant Professor level in the Department of Systems and Computer Engineering to commence July 1, 1999. These positions are subject to budgetary approval. The department is launching a new Bachelor of Engineering degree program in Software Engineering in 1999 and has a strong graduate research program in the field. Applicants must have a PhD in Electrical Engineering, Computer Engineering or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach undergraduate and graduate courses, and have demonstrated capability in research, in one or more of the following areas: (1) software engineering, including software architecture, development methodologies, object-oriented techniques, software quality testing, maintenance, and systems analysis; (2) network computing and operating systems, middleware; (3) microprocessor systems, real time systems, embedded systems and software/hardware interfaces. Candidates with research strengths in other software related areas, such as human-computer interaction, databases, knowledge-based systems, and multimedia are also welcome. The department takes full advantage of the high concentration of industry, government and university information technology-oriented research and development in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications industries. It is a major participant in CTO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research) and other research consortia. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. More information on the department is available from its web page <http://www.se.carleton.ca>. Applicants, with a curriculum vitae and the names of three referees should be sent to: Dr. R.A. Goubrin, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-5742; Fax: (613) 520-5722. Salary will be commensurate with qualifications and experience. Applications will be accepted as long as positions remain unfilled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Persons from those groups are encouraged to apply.

CARLETON UNIVERSITY — The Department of Electrical Engineering at Lakehead University. Applications are invited for tenure-track positions at the Assistant Professor level in the Department of Electrical Engineering to commence July 1, 1999. These positions are subject to budgetary approval. The department is launching a new Bachelor of Engineering degree program in Software Engineering in 1999 and has a strong graduate research program in the field. Applicants must have a PhD in Electrical Engineering, Computer Engineering or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach undergraduate and graduate courses, and have demonstrated capability in research, in one or more of the following areas: (1) software engineering, including software architecture, development methodologies, object-oriented techniques, software quality testing, maintenance, and systems analysis; (2) network computing and operating systems, middleware; (3) microprocessor systems, real time systems, embedded systems and software/hardware interfaces. Candidates with research strengths in other software related areas, such as human-computer interaction, databases, knowledge-based systems, and multimedia are also welcome. The department takes full advantage of the high concentration of industry, government and university information technology-oriented research and development in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications industries. It is a major participant in CTO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research) and other research consortia. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. More information on the department is available from its web page <http://www.se.carleton.ca>. Applicants, with a curriculum vitae and the names of three referees should be sent to: Dr. R.A. Goubrin, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-5742; Fax: (613) 520-5722. Salary will be commensurate with qualifications and experience. Applications will be accepted as long as positions remain unfilled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Persons from those groups are encouraged to apply.

CARLETON UNIVERSITY — The Department of Electrical Engineering at Lakehead University. Applications are invited for tenure-track positions at the Assistant Professor level in the Department of Electrical Engineering to commence July 1, 1999. These positions are subject to budgetary approval. The department is launching a new Bachelor of Engineering degree program in Software Engineering in 1999 and has a strong graduate research program in the field. Applicants must have a PhD in Electrical Engineering, Computer Engineering or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach undergraduate and graduate courses, and have demonstrated capability in research, in one or more of the following areas: (1) software engineering, including software architecture, development methodologies, object-oriented techniques, software quality testing, maintenance, and systems analysis; (2) network computing and operating systems, middleware; (3) microprocessor systems, real time systems, embedded systems and software/hardware interfaces. Candidates with research strengths in other software related areas, such as human-computer interaction, databases, knowledge-based systems, and multimedia are also welcome. The department takes full advantage of the high concentration of industry, government and university information technology-oriented research and development in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications industries. It is a major participant in CTO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research) and other research consortia. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. More information on the department is available from its web page <http://www.se.carleton.ca>. Applicants, with a curriculum vitae and the names of three referees should be sent to: Dr. R.A. Goubrin, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-5742; Fax: (613) 520-5722. Salary will be commensurate with qualifications and experience. Applications will be accepted as long as positions remain unfilled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Persons from those groups are encouraged to apply.

The University of Calgary is seeking leaders in the Faculties of Social Sciences, Fine Arts, Education, Biological Sciences, Humanities and General Studies

Political Science

Applications are invited for a three-year "contingent term" appointment as Assistant Professor, beginning July 1, 1999, with the possibility of reappointment. A PhD is required at the time of appointment. The successful candidate will be expected to teach introductory politics, feminist theory, and some other area of political theory.

Send an application letter, a curriculum vitae and three letters of reference by February 1, 1999, to Dr. Ronald Keith, Head, Department of Political Science. Fax: (403) 282-4773 e-mail: rkeith@ucalgary.ca

Drama

A tenure-track position is available at the Assistant Professor rank, effective July 1, 1999. We seek a candidate with expertise in some combination of the following:

- acting/directing/performance practice
- dramatic literature/criticism/history/theory
- film studies

Responsibilities will include teaching a range of courses, supervising graduate students, conducting a personal program of research, and directing productions in the department's main season of plays. Expertise in the new technology as it applies to teaching, performance and research will also be considered an asset. Preference will be given to applicants with appropriate advanced degrees, university teaching experience and publications or professional theatre experience.

Send applications with curriculum vitae and three letters of reference before February 15, 1999 to Professor Brian Smith, Head, Department of Drama.

Art

A tenure-track appointment is available in Printmaking at the Assistant Professor level, beginning July 1, 1999. With a primary concentration in contemporary and traditional printmaking practices, the applicant must have strengths in lithography, silkscreen, intaglio, drawing and digital media, and must be a practicing professional artist

with an exhibiting record at the international level. A working knowledge of contemporary and historical art theory and practice is expected. An M.F.A. degree or equivalent is required along with university or college teaching experience and an understanding of the educational development of a studio program.

The successful applicant should have the capacity to teach at all levels of a B.F.A. and M.F.A. program. This position requires a strong commitment both to administrative responsibilities and to curricular development.

Candidates should submit the following package by January 8, 1999: An application letter with a statement of interest reflecting professional strengths and teaching philosophy, 20 slides of current work, a detailed curriculum vitae and three confidential reference letters. Direct applications to Professor Gerald Hushlak, Department of Art. Internet: <http://www.ucalgary.ca>

Education

Applications are invited for tenure-track positions at the Assistant or Associate Professor level from individuals with expertise in one or more of the following areas:

- Educational Technology
- History of Education
- Philosophy of Education
- French Education
- Leadership
- Adult Education

The Faculty of Education seeks applicants willing to take risks and unafraid to be in a faculty which wishes to lead both in innovation and soundness of program. We have moved from a traditional professional teacher preparation program to one which is practice based, problem oriented, and which aims to integrate theory and practice in the most intimate way. We are preparing a new generation of teachers who welcome diversity, work closely with parents, and who see a classroom setting as an opportunity to constantly improve educational practice and theory. Our graduate programs, leading to MEd, MA, MSc, PhD, and EdD degrees are flexible and highly individualized with thesis work beginning as early as possible. Applicants will assume teaching

and supervision responsibilities in both teacher preparation and graduate programs.

Preferred qualifications include a rich knowledge of schools, change skills, a completed PhD or equivalent in one of the desired areas, classroom teaching experience, research skills, and a strong ability to work effectively in interdisciplinary teams with colleagues from the university and the local educational community. Rank and salary will be commensurate with qualifications and experience (Assistant Professor minimum currently \$40,238; Associate Professor minimum currently \$45,086).

Applications must be received by January 31, 1999, with a curriculum vitae, a scholarly paper, and three letters of reference directed to: Dr. Ian Winchester, Dean, Faculty of Education.

Heritage Position

The Faculty of General Studies invites applications for a tenure-track appointment at the Assistant Professor level. As deeply committed to innovative and excellent teaching as it is to the highest standards of interdisciplinary scholarship, General Studies is a vibrant non-departmental Faculty offering courses to approximately 800 undergraduate and 50 graduate students.

The position will begin July 1, 1999. It is focused on an interdisciplinary and integrative approach to the main ideas and issues of Western Civilization. The foundational course to be taught by the applicant is a formal requirement of many degree programs and is meant to provide students with the tools for success (critical thinking, writing skills) in their university careers. The key quality of the successful applicant is an ability to challenge the minds of students in a large classroom setting. A complementary interest in non-Western Civilizations, Canadian Studies, Urban Studies or Leisure and Tourism would be an asset. A Ph.D. is required.

Applications, including a statement of interest, curriculum vitae, recent publications, and the names of three referees, should be sent by January 11, 1999, to:

Dr. Beverly Rasporich, Acting Dean, Faculty of General Studies. Tel: (403) 220-5885 Fax: (403) 220-0068

Linguistics – Instructor

Applications are invited for an 18-month appointment at the Instructor level, effective January 1, 1999. The applicant should specialize in PHONOLOGY. A secondary research interest in one of the First Nations Languages of Western Canada is highly desirable. Teaching and research should be informed by current generative grammatical theory. General qualifications: PhD in linguistics with demonstrated excellent in teaching and research in the area(s) of specialization. Duties will include undergraduate and graduate teaching.

Priority will be given to Canadian citizens and permanent residents of Canada, but consideration will also be given to citizens of the U.S. and Mexico under the NAFTA.

Please send a cover letter, c.v., and any additional supporting documents as soon as possible. In addition, three letters of recommendation should be sent under separate cover to Dr. Eithne Guilfoyle, Acting Head, Department of Linguistics.

Linguistics – Assistant Professor

We invite applications for a tenure-track position in Linguistics at the Assistant Professor level, to commence July 1, 1999. The applicant should have a primary specialization in SYNTACTIC THEORY. A secondary research interest in one or more of the following areas is highly desirable: Language Acquisition, Language Disorders, First Nations Languages, and Diachronic Syntax.

Candidates should hold a PhD in linguistics and have demonstrated excellent in teaching and research in the area(s) of specialization. Duties will include undergraduate and graduate teaching, graduate student supervision, and conducting original research.

Please send a cover letter, curriculum vitae and samples of published or unpublished work, and any additional supporting documents before February 28, 1999. In addition, three letters of recommendation should be sent under separate cover, to Dr. E. D. Cook, Chair, Search Committee, Department of Linguistics.

Animal Developmental Biologist

The Department of Biological Sciences invites applications for a tenure-track faculty position at the Assistant or Associate Professor level. The position is available July 1, 1999, and is open to applicants with a strong background in animal developmental biology (Ph.D. degree and at least three years of postdoctoral experience and a record of productive high-quality research.) The successful candidate will establish an active, externally funded research program in contemporary developmental biology and be committed to excellence and innovation in teaching at the undergraduate and graduate levels. The major teaching responsibilities will fall in the area of developmental biology. Potential applicants are invited to visit the web site of the Department of Biological Sciences (www.ucalgary.ca/UofC/faculties/ISC/BI/) and its embedded links to the Virtual Embryo and the Department of Biochemistry and Molecular Biology in the Faculty of Medicine.

A complete application should include the following: A curriculum vitae with an e-mail address, a concise outline of research plans including copies of maximally three representative publications, and a statement of teaching interest and philosophy. Candidates should also arrange to have three letters of reference sent under separate cover. The closing date for receipt of the complete application package and reference letters is February 26, 1999. Please send to Dr. A.P. Russell, Head, Department of Biological Sciences. Fax: (403) 289-9311



UNIVERSITY OF CALGARY

www.ucalgary.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Calgary respects, appreciates and encourages diversity. Mailing Address: University of Calgary, 2500 University Drive N.W., Calgary, AB T2N 1N4

ANNONCES CLASSÉES

invites applications for a number of probationary (tenure-track) positions, at the rank of Assistant Professor, from electrical engineers with earned Ph.D.s. Preference will be given to applicants specializing in one or more of the following areas: communication systems, computer networks or circuit design, computer engineering, power electronics and digital electronics. Individuals specializing in other areas are also encouraged to apply as all qualified applicants will be considered. Applicants with a proven record of scholarly contributions may also be considered for the rank of Associate Professor. For junior positions, a demonstrated potential for high quality research and teaching is required. Successful candidates are expected to carry out externally funded research, be dedicated to engineering education, work effectively with colleagues in the department and must be, or be qualified and prepared to become, licensed Professional Engineers in the Province of Ontario. If desired, term appointments may also be considered. These positions are subject to final budgetary approval. Interested applicants should send a curriculum vitae and the names, addresses and phone numbers of three referees to: Dr. H.T. Saliba, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF ALBERTA - Petroleum Engineering Applications and nominations are invited for a full time tenure-track position in Petroleum Engineering commencing July 1, 1999. Candidates should have a B.Sc. in Petroleum Engineering background with a strong interest in drilling and production engineering. Preference will be given to candidates with a strong background in surface production facilities. Complementary interests in reservoir engineering, well test analysis, heavy oil/sol recovery and in trends in engineering education will be an advantage. Candidates should have a Doctorate degree in Petroleum Engineering or related fields. The successful candidate will preferably have petroleum industrial experience and good contacts within the industry, and will have strong communication and presentation skills. The successful applicant will be expected to obtain and maintain registration as a professional engineer in Alberta. The intention is to make an appointment at the level of Assistant or Associate Professor. The faculty member will be required to teach undergraduate and graduate courses in Petroleum Engineering, supervise graduate students and carry out an active research program in his/her area of specialization. Demonstrated ability and willingness to conduct research in cooperation with the petroleum industry and to publish scholarly research are required. The University of Alberta, founded in 1907, is one of the largest universities in Canada with 30,000 undergraduate and 4,000 graduate students. The Faculty of Engineering has over 2,500 undergraduate and 500 graduate students. The School of Mining and Petroleum Engineering, a division of the Department of Civil and Environmental Engineering, offers B.Sc., M.Sc., and Ph.D. programs in both Mining Engineering and Petroleum Engineering. The School has 10 faculty positions, 143 undergraduate students and 35 graduate students. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 700,000 people and offers a diverse array of cultural and sporting activities year round. The city has one of the lowest costs of living in Canada. The Rocky Mountain National Park, Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camp-

ing, backpacking and fishing in the world. Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, and names of at least three referees to: Professor M. McWhirter, Director, School of Mining and Petroleum Engineering, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta T6G 2G7. Telephone: (403) 492-3410, Fax: (403) 493-0249. Department website: www.civil.ualberta.ca. Deadline for applications is January 31, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF WATERLOO - The Department of Electrical & Computer Engineering at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position, at the level of assistant professor, in the general area of thin film devices, circuits, and systems pertinent to high speed imaging. This position is in conjunction with our recently established DALSA/INTRINSIC Industrial Research Chair in Sensor Technology. The advertised position is for a faculty member who is expected to carry out research that is independent but complementary to the Chair program. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students. The candidate for the position must have an earned doctoral degree with a strong research record in one or more of the following areas: theory and fabrication of thin film devices, circuits, and systems; high speed and low noise architectures for matrix address arrays; design of linear integrated circuits, including analog-to-digital converter and other circuits, for image processing; for information please visit the web (WWW) site, <http://www.ece.uwaterloo.ca>.

www.ece.uwaterloo.ca. Salary will compensate with qualification and experience. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor J.A. Field, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration regulations, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO - The Department of Electrical and Computer Engineering at the University of Waterloo seeks an outstanding candidate for a Bell Canada Professor of Telecommunication Software Reliability. This prestigious named professorship was established with support from Bell Canada, a major telecommunication service provider in Canada. The position is tenure-track, with appointment to be made at an assistant or associate professor level. The incumbent will carry out research in software reliability metrics, with focus on telecommunication software. Substantial funding is available to support this research for an initial five-year period, with the possibility of applying for further matching funds from federal and provincial granting agencies and research initiatives. To ensure the rapid ramp-up of the incumbent's research, this position will initially carry a reduced teaching load. The candidate should have a research record in software metrics, software reliability or a related field. Highly desirable is an earned Ph.D. in Software/Computer/Electrical Engineering, Computer Science or a closely related discipline, and strong commitment to research and teaching. Industrial experience in software reliability engineering, software testing or development would be an asset. The incumbent's

research will be carried out in the Bell Canada Software Reliability Laboratory at the University of Waterloo. This unique laboratory was established in 1994 with support from Bell Canada. Its research addresses some of the most challenging issues related to the engineering and reliable operation of software embedded in telecommunication products and systems. More information can be found at <http://www.bell.ca/waterloo>. The University of Waterloo is a world leader in the field of computer research and education. The Department of Electrical and Computer Engineering (<http://www.ece.uwaterloo.ca>) is one of the largest in Canada, with 45+ tenure/tenure-track faculty members, extensive facilities and top-grade modern body. It offers two undergraduate degree programs, in computer and in electrical engineering, and two graduate programs, at the M.Sc. and Ph.D. level. The Department is housed in the W.G. Davis Centre for Computer Research, a modern, 300,000 ft² building. The University is located in a pleasant, two-university town of Kitchener-Waterloo (population - 250,000). Waterloo is an apex of the technology triangle of Canada, a high-technology area in southwestern Ontario between Lake Ontario and Lake Huron, some 300 km from Detroit and 100 km from Toronto. Candidates should send their resumes to: Prof. Kostas Kontogiannis, Secretary, Search Committee, Bell Canada Professor of Telecommunication Software Reliability, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. This position is subject to availability of funds.

UNIVERSITY OF WATERLOO - The Department of Electrical and Computer Engineering

ing at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position, at the level of assistant professor, in the research area of photonics and/or microwaves. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students, in the area of photonics and/or microwaves. The candidate for the position must have an earned doctoral degree with a strong research record in a relevant area. For information please visit the web (WWW) site, <http://www.ece.uwaterloo.ca>. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. Applicants should be eligible for registration as a

Professional Engineer in Ontario. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Description: The successful applicant will have expertise in design of photonic and/or microwave devices, circuits and systems pertinent to wireless and wireless communication systems and networks. The individual will therefore be a member of the materials, devices and circuits theme area and is expected to interact with other faculty members in photonics, microwave, microelectronics and communications. Research interests may include one or more of the following areas: semiconductor laser diodes, high-speed electronic modulation, microwave planar circuits, packaging and integration of photonic/microwave components, applications of photonics and microwave technologies in communication systems. University of Waterloo currently has strong research activities

THE UNIVERSITY OF WESTERN ONTARIO FACULTY OF HEALTH SCIENCES

Applications or nominations are invited for the position of Director, School of Communication Sciences and Disorders, Faculty of Health Sciences. Commitment to quality graduate teaching, a strong research record and administrative experience preferred. The selected candidate is expected to show leadership in teaching, research and administration, while creating new dimensions to the activities of the School.

The School of Communication Sciences and Disorders offers graduate-level only study in the disciplines of AUDIOLOGY and SPEECH-LANGUAGE PATHOLOGY. A Master of Science (MSc) and Master of Clinical Science (MClSc) programs available with 91 graduate and 43 special undergraduate registrants (1997-98). The MClSc focuses on the development of clinical excellence, while the MSc includes clinical and research training. The School maintains a full-service Speech and Hearing Clinic, one of the most up-to-date clinics of its kind in Canada. The clinic has the latest equipment for the assessment and treatment of speech, language, voice and hearing disorders, as well as facilities for counseling and related activities. The School is home for the Hearing Health Care Research Unit (HHCURU). The School's faculty are active and productive researchers, engaged in both theoretical and clinical work. Research interests include: the development of strategies for fitting hearing aids; effects of aging on hearing; speech and language acquisition and development; speech and language dissolution due to disease or injury; language and cognitive-communication disorders in adults and the aged; effects of head and neck cancers on the voice box; effects of craniofacial anomalies such as cleft lip and palate, and effects of neurological disorders such as stroke and Parkinson's disease on speech production and perception. The effective date of the appointment is July 1, 1999 and is normally for a three to five-year term, renewable. Nominations and applications should be sent to:

Dr. A.N. Belcastro, Dean
Faculty of Health Sciences
Room H125, Health Sciences Addition
The University of Western Ontario
London, ON N6A 5C1

The deadline for receipt of applications is **Friday, January 29, 1999.**

Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, visible minorities, aboriginal persons and persons with disabilities.

Assistant Professors in Computer Science School of Information Technology & Engineering

The School of Information Technology and Engineering (SITE) of The University of Ottawa seeks applications for two-year contractual teaching positions at the Assistant Professor level in Computer Science.

Candidates must have a Ph.D. in computer science or related discipline. The successful candidates must have excellent academic credentials and ability to teach effectively at the undergraduate level, preferably in both English and French.

Salary is commensurate with qualifications and experience.

The School offers a full state of degrees at the Bachelor's, Master's and Doctoral levels in Computer Engineering, Electrical Engineering, Software Engineering and Computer Science. Opportunities for collaboration with information-technology industries in Ottawa - the Silicon Valley North, are among the best. The Ottawa - National Capital region offers a remarkable variety of cultural and recreational opportunities.

The earliest starting date is January 1, 1999.

Applications will be accepted until the positions are filled.

Applications including a curriculum vitae and the names and addresses of three referees should be sent to: The Director of the School of Information Technology and Engineering, Faculty of Engineering, 180 Louis Pasteur, Ottawa, ON K1N 6N6 (or by email to director@site.uottawa.ca).

The University of Ottawa is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including members of visible minorities, aboriginal persons and persons with disabilities. The University strongly encourages applications from women.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

University of Ottawa



Vice-President, Students The University of British Columbia

The University of British Columbia (UBC) invites applications and nominations for the position of Vice-President, Students. UBC is committed to students and learning, and to providing its students with an outstanding and distinctive education. This position is central to the implementation of "Trek 2000", UBC's vision for the twenty-first century.

The University of British Columbia is one of Canada's leading teaching and research institutions. Established in 1908, it is a publicly supported, comprehensive university comprising twelve faculties, nine schools, and twelve centres and institutes. The University aspires to be the best university in Canada and one of the world's finest public universities.

UBC is committed to caring about the well-being - physical, emotional, spiritual and intellectual - of its students. The goals of Trek 2000 are to enhance student recruitment efforts provincially, nationally, and internationally, with the objective of attracting the best students to UBC; to increase scholarship and bursary support at both graduate and undergraduate levels; to ensure that the campus is an integrated and vibrant community for those who live and work there; to increase and upgrade residential and social spaces for students; and to enhance the scope and quality of services to students, from their recruitment to their graduation, and beyond.

The current student population at UBC comprises both Canadian and international students of the highest calibre -

more than 26,000 undergraduates and 6,400 graduate students. The University's 170,000 alumni are located across Canada and around the world. With approximately 2,000 faculty and 5,500 non-academic staff, UBC's annual budget is approximately \$800 million.

The Vice-President, Students reports to the President, and is a member of the University's senior management team. This position entails responsibility for all dealings related to students - from recruitment and admissions to housing, athletics, student liaison, and student services, and then to alumni relations. The successful candidate for this leadership role at UBC will be an agent of change, committed to lifelong learning. Candidates should possess a strong record of administrative leadership, an ability to communicate effectively and consult widely with all levels of the university community and externally, and an understanding of contemporary university issues.

This position is key to ensuring an outstanding learning environment at UBC. The appointment will commence on July 1, 1999. Applications or nominations for this position, indicating the qualifications on the basis of which the individual merits consideration, will be received until a selection is made and should be sent to the address below.

UBC hires on the basis of merit and is committed to employment equity. The University encourages all qualified persons to apply.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto ON M5R 2J9

Fax: (416) 923-8311



Janet Wright & Associates Inc.



The University of Manitoba

DEAN, FACULTY OF NURSING

The University of Manitoba invites applications and nominations for the position of Dean, Faculty of Nursing. The Faculty of Nursing offers programs leading to Bachelor and Master of Nursing degrees. In Manitoba the B.N. degree is the entry to professional practice and the University is the sole provider of this degree. The Faculty has a complement of 84 academic staff and 27 support staff, and enrolments of 501 full-time and 450 part-time undergraduate students and 14 full-time and 55 part-time graduate students. The Faculty supports an active research environment through the Manitoba Nursing Research Institute, other institutes of the University and collaborative arrangements with health care agencies. A new, state of the art, 70,600 square foot facility to house the Faculty of Nursing will be completed in the summer of 1999.

Candidates must have a clear commitment to and vision for Nursing education and research. A doctoral degree in Nursing or a related discipline, and professional registration or eligibility for registration under the Manitoba Association of Registered Nurses are required. Demonstrated ability to provide leadership and effective administration in the context of post-secondary education and the evolving Canadian health care system is an asset. Success in working collaboratively with other institutions including hospitals, colleges and universities, government agencies, and community groups such as First Nations is essential.

The appointment will commence on July 1, 1999, or as soon thereafter as may be mutually agreed, and normally is for a period of 5 to 7 years. Under University policy reappointment is possible.

The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents.

Applications (with the names of three referees) and nominations will be received until January 29, 1999 and should be forwarded to: Karen C. Ogden, Vice-Provost (Academic Affairs) and Chair, Advisory Committees for the Appointment of the Dean of the Faculty of Nursing, Room 208 Administration Building, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. (204) 474-9051.

CLASSIFIEDS

in photonics, microwaves, microelectronics and communications. Infrastructure available for the research includes photolithography simulation and characterization labs, a departmental clean room along with the associated design and system characterization tools for microelectronic devices and circuits. The appointee is expected to seek research funding from both government sources (e.g. NSERC, CIO, PEO, MND) and industry (e.g. Nortel). Teaching interests will include undergraduate and graduate courses covering electro-magnetics, photonics and microwave devices, fiberoptic and wireless communications. Relevant graduate courses pertinent to photonics/microwaves will also be offered.

UNIVERSITY OF ALBERTA - Department of Chemical and Materials Engineering Applications

are invited for tenure-track faculty positions at the assistant professor level. One position is available immediately and others will be available July 1, 1999. The salary range for these positions is \$44,000 to \$58,000 per year. Candidates must either hold a PhD in Chemical Engineering or related field or expect to receive one before July 1, 1999. We are interested in all high-quality candidates in any area of chemical engineering, but one of the positions is intended to complement our current strengths in catalytic reaction engineering and polymer engineering. Successful candidates will be expected to establish viable and productive research programs, and teach both graduate and undergraduate courses. Consult our website at www.alberta.ca/chemeng for information about our Department. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should be Canadian citizens and permanent residents cannot be found. Other individuals will be considered. A resume, the names of three references and a statement of current research interests and plans for future research should be sent to: S.E. Winkler, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Applications are requested prior to February 15, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

ENGLISH

WILFRID LAURIER UNIVERSITY - The Department of English invites applications for a tenure-track position in Romantic Studies at the Assistant Professor level (subject to budgetary approval). Duties will include undergraduate teaching and research in the MA program in Gender and Genre. The Department is developing a PhD program and is interested in candidates who can teach across and within more than one literary area. The successful candidate will have a PhD, publications and teaching experience preferred. Appointment effective 1 July 1999. Applications and 3 letters of reference must be received by January 15, 1999. Applicants should send their curriculum vitae, including teaching dossier, and arrange for the forwarding of three letters of reference to: Dr. Michael Moore, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other individuals will be considered. Candidates should send three references to send letters directly to: Dr. Jo-Anne Wallace, Chair, Department of English, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Candidates should also send the Chair a letter of application, a writing sample, a complete curriculum vitae, and the names of references, and should arrange for the Chair to receive graduate and undergraduate transcripts. Only complete applications received by February 15, 1999 will be considered; candidates should respond for ensuring that their letters of reference are received by the Department. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ENGINEERING & BUSINESS

MCMASTER UNIVERSITY - The Faculties of Engineering and Business invite applications for a tenure-track position in the area of Management of Technology commencing July 1, 1999 or earlier. The home department of the candidate will be determined based on his/her expertise and interests. While rank is open, we would prefer to hire at the assistant professor level. One position should be completed by the commencement of the appointment, preferably with demonstrated excellence in teaching and research. The person selected will be expected to teach in, and possibly eventually direct, the highly successful Engineering and Management Program, which attracts the best among our engineering students. Supervision of graduate students is also expected. Ideally the candidate will be a professional engineer with at least one degree in business. The candidate should be very knowledgeable in issues concerning the management of technology. Industrial engineering experience as well as experience with information and/or communications technologies and their applications in the business world would be a distinct asset. Salary and the level of appointment will be commensurate with academic qualifications, teaching experience and real world experience. Applications, which should contain a complete curriculum vitae and the names and addresses of at least three references, should be submitted to either Dr. Mamoudh Shoukri, Dean of Engineering (e-mail: deaneng@mcmaster.ca) or Dr. David W. Corbett, Dean of Business (e-mail: corbett@mcmaster.ca). McMaster University, Hamilton, Ontario L8S 4L7. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF ALBERTA - The Department of English, University of Alberta, invites applications for two tenure-track positions at the Assistant Professor level in any of the following areas: Victorian literature, Critical race theory, African literatures in English, Theory and practice of cyberculture (successful applicants for this position should have some hands-on experience with computing in humanities disciplines and research interests in any of the following areas: WWW, politics and economics of access to cyber-culture, virtual reality, technology and pedagogy, bibliography and editing, media history). Applicants should have a completed PhD or be close to finishing by the time of appointment, teaching experience, and publications. Appointments commence July 1, 1999. The University of Alberta (www.alberta.ca) is one of Canada's five largest research-intensive universities, with an annual research income from external sources of more than \$112 million. The University is located in Edmonton, the vibrant, cosmopolitan capital of the province of Alberta. The Edmonton area has a population of about 875,000. Opened in 1908, the University of Alberta has a 90 year tradition of scholarship achievements and commitment to excellence in teaching, research and service to the community. Almost 30,000 students are served by more than 60 programs and 165 specializations. The University of Alberta is engaged in a five-year process of faculty renewal which will result in refilling 35% of continuing faculty positions by the year 2000. New appointments to

city of the province of Alberta. The Edmonton area has a population of about 875,000. Opened in 1908, the University of Alberta has a 90 year tradition of scholarship achievements and commitment to excellence in teaching, research and service to the community. Almost 30,000 students are served by more than 60 programs and 165 specializations. The University of Alberta is engaged in a five-year process of faculty renewal which will result in refilling 35% of continuing faculty positions by the year 2000. New appointments to

the University of English will help to shape the future of literary studies in a vital, energetic department. Candidates should send three references to send letters directly to: Dr. Jo-Anne Wallace, Chair, Department of English, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Candidates should also send the Chair a letter of application, a writing sample, a complete curriculum vitae, and the names of references, and should arrange for the Chair to receive graduate and undergraduate transcripts. Only complete applications received by February 15, 1999 will be considered; candidates should respond for ensuring that their letters of reference are received by the Department. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF VICTORIA - The Department of English, University of Victoria, invites applications for a tenure-track position in the field of American literature, beginning 1 July 1999. Preference will be given to candidates in the areas of 19th Century literature and 20th Century fiction. Candidates should hold or be close to completing a PhD in American literature. Candidates should send three references to send letters directly to: Dr. Jo-Anne Wallace, Chair, Department of English, University of Victoria, Victoria, British Columbia, Canada V8W 2Y8. Candidates should also send the Chair a letter of application, a writing sample, a complete curriculum vitae, and the names of references, and should arrange for the Chair to receive graduate and undergraduate transcripts. Only complete applications received by February 15, 1999 will be considered; candidates should respond for ensuring that their letters of reference are received by the Department. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF LETHBRIDGE - Faculty of Arts and Sciences Department of English, Assistant Professor, ten month term beginning 1 August 1999, subject to budgetary approval. A PhD is preferred, with teaching experience at the university level. We seek candidates to teach courses in poetry and prose (British, Canadian, American). The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairie, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,500 students. For more information about the University you may visit our website at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The current minimum salary for an Assistant Professor is \$38,400 per annum. Applications should include a curriculum vitae, copies of recent publications, the names of three references, and evidence of ability to teach (preferably including research, teaching and student evaluations). Philosophy. Arrange for this material and three letters of reference to be sent to: Professor John Wood, Acting Chair, Department of English, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2376, Fax: (403) 382-7191, or e-mail: janet.wood@uleth.ca. The closing date for applications is January 31, 1999.

UNIVERSITY OF LETHBRIDGE - Faculty of Arts and Sciences, Department of English, Assistant Professor, probationary (tenure track) beginning 1 July 1999, subject to budgetary approval. A PhD is required, specialization in Lit-



DALHOUSIE UNIVERSITY Faculty of Management, School for Resource & Environmental Studies

The School for Resource and Environmental Studies provides an opportunity for creative teaching and research in a dynamic multi-disciplinary environment. Applications are invited for a tenure-track position in the School at the level of Assistant Professor. The successful candidate will have a solid, general knowledge of environmental studies but scholarly work will be focused in the social sciences. The successful candidate will have the opportunity to collaborate across disciplines and pursue collaborative work within a unique Faculty which also comprises Public Administration, Business Administration and Library and Information Studies.

A Ph.D., evidence of teaching effectiveness, and research potential supported by publications are required. The appointment primarily involves teaching at the graduate level although undergraduate teaching is possible and participation in the administration of the School and its programs is expected. Position available July 1, 1999.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, racially visible people and persons with disabilities.

The deadline for applications is **February 15, 1999**. Applicants should send a C.V., names of three references and a sample of a publication to:

Professor Raymond Côté
Chair, Search Committee
School for Resource and Environmental Studies
Dalhousie University
1312 Robie Street
Halifax NS B3H 4J5



Memorial University of Newfoundland

FACULTY POSITIONS School of Social Work

Memorial University of Newfoundland School of Social Work invites applications for three tenure-track positions. Applicants must be eligible for registration in the Newfoundland and Labrador Association of Social Workers. These positions will include teaching responsibilities on campus, distance education and decentralized delivery of courses.

Appointments may be made at the rank of assistant, associate or full professor. Applicants should have an MSW and a doctoral degree in social work or a related discipline and are expected to have at least five years of Post-MSW social work practice experience, experience in teaching and a demonstrated potential for scholarship. Commencement date for these appointments is negotiable.

Applications will be reviewed upon receipt from **January 15, 1999** and this competition will remain open until the positions are filled.

Teaching Opportunities

The School invites expressions of interest from persons with at least MSW qualifications who are seeking to develop a career in social work education. Aboriginal persons are encouraged to apply.

The School of Social Work is accredited by the Canadian Association of Schools of Social Work and offers two BSW Programs, a MSW program offered on both a centralized and a decentralized basis and an innovative PhD program. A diploma program in social work is offered in cooperation with the Labrador Inuit Association. A certificate in Addiction Counselling and courses in continuing education are offered. The school provides a range of research opportunities with a successful record of research funding.

Applications should include teaching evaluations and provide evidence of positive and productive collegial relationships and three current letters of reference. Applications should be submitted to:

Dr. Elizabeth Dow, Director
School of Social Work
Memorial University of Newfoundland
St. John's, NF A1C 6S7 CANADA
Telephone: (709)737-8044
Fax: (709)737-3503
E-mail: edow@mun.ca
Website: <http://www.mun.ca/socwork/>

Memorial University of Newfoundland is committed to employment equity. In accordance with the Canadian Immigration requirements this advertisement is directed toward Canadian citizens and permanent residents of Canada. These positions are subject to budgetary approval.

INSTRUCTOR PSYCHOLOGY

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,000 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in this province.

Duties: The successful candidate will be able to teach introductory Psychology, as well as second year courses in Social Psychology and Personality.

Qualifications: • Master's Degree in Psychology required, Ph.D. preferred
• Relevant teaching experience

Commencement Date: 1 August 1999

Closing Date for Applications: 28 February 1999

The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Commission #98-089 with names, addresses and telephone numbers of three (3) references, along with a copy of degree transcripts to:

Irene Bazell, Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC
V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.



Université d'Ottawa University of Ottawa

Il s'agit d'un poste conduisant à la permanence. Préférence sera donnée aux candidates et aux candidats admissibles au rang de professeur adjoint.

Qualifications :

1. Doctorat en éducation ou l'équivalent
2. Spécialisation en didactique du français langue maternelle
3. Dossier actif de recherche dans le domaine spécifié
4. Expérience de l'enseignement élémentaire/secondaire
5. Connaissance passive de l'anglais comme condition de permanence ou comme condition de renouvellement de contrat.

Fonctions :

1. Enseignement en français aux programmes du B. Ed., M.Ed. et M.A./Ph.D.
2. Recherche en didactique du français langue maternelle
3. Supervision de thèses de M.A. et de Ph.D.
4. Supervision de la pratique à l'enseignement
5. Collaboration avec les partenaires du milieu scolaire
6. Participation aux activités universitaires.

Contexte de travail : La candidate ou le candidat choisi doit être disposé à oeuvrer dans le domaine de l'éducation en langue française en Ontario.

La Faculté d'éducation de l'Université d'Ottawa requiert les services d'une professeure ou d'un professeur en Didactique du français langue maternelle.

Salaire : Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

Entrée en fonction : le 1er juillet 1999

Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux citoyens et aux résidents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Le poste sera comblé sous réserve des disponibilités budgétaires. Seul(e)s les candidat(e)s invité(s) pour une entrevue recevront un accusé de réception.

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois personnes à des fins de référence, avant le **15 février 1999**, à :

Cécile Champagne-Muzar, vice-doyenne (programmes),
Faculté d'éducation, Université d'Ottawa,
145, rue Jean-Jacques Lussier,
Ottawa (Ontario) K1N 6N5.

veuillez inscrire ce numéro de référence sur votre demande d'emploi : 1298F1

ANNONCES CLASSÉES

any theory, and with areas of expertise. The University aspires to hire individuals who have demonstrated considerable potential for research and teaching excellence, and who are especially interested in candidates who have a well-established research program. The University is an equal opportunity employer and does not discriminate on the basis of race, sex, age, or disability. We are eligible to apply for a start-up grant for research and may also apply to other university research programs. The University is located in a beautiful area of southern Alberta, to the west of the Rocky Mountains, within sight of the Rocky Mountains. Lethbridge offers a sunny, dry climate which is suitable for outdoor activities, including golf and recreational amenities and attractive economic conditions. Founded in 1857, the University has an excellent undergraduate program and a strong reputation for research among students. For more information about the University you may visit our web site at www.uleth.ca. We are currently seeking applications from citizens and permanent residents of Canada. The current minimum salary for an Assistant Professor is \$40,000 per year. We offer a competitive package including a curriculum vitae, copies of recent publications, the names of three referees, and evidence of ability to teach (preferably including copies of student evaluations and teaching philosophy). Arrange for this material and three letters of reference to be sent to Professor John G. Thompson, Chair of the Search Committee, at the University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-3376, Fax: (403) 328-7191, or e-mail ram@uleth.ca. Please send your application materials by March 31, 1999.

UNIVERSITY OF OTTAWA — The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position in Canadian Literature at the Assistant Professor level, starting July 1st 1999. Secondary expertise in Post-Colonial Literature is desirable. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and have three letters of reference forwarded before December 15th 1998 to Dr. Keith Wilson, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITY OF WATERLOO - Dept. of English. Applications are invited for a tenure-track position in the Department of English and Rhetoric. We are interested in candidates with expertise in one or more of the following areas: American literature, Canadian literature, or the history of the novel. The successful candidate will be expected to teach and supervise graduate students. Dr. John G. Gribble, Department of English and Rhetoric, University of Waterloo, 200 University Ave. W., Waterloo, Ontario, N2L 3G1. Inquiries may be directed to Dr. Gribble. Salary will be commensurate with qualifications and experience. Appointment effective 1 July 1999. Send resume, transcripts, writing samples, and letters of reference to: Dr. Gribble, Department of English and Rhetoric, University of Waterloo, 200 University Ave. W., Waterloo, Ontario, N2L 3G1. Inquiries may be directed to Dr. Gribble. Salary will be given to Canadian citizens and permanent residents of Canada. The University of Waterloo is an equal opportunity employer. Qualified individuals, including women, persons of visible minorities, native persons, and persons with disabilities, are encouraged to apply. The availability of funds.

UNIVERSITY OF WATERLOO — English. Applications are invited for a tenure-track position in the Department of English as an Assistant or Associate Professor in the areas of American Literature. Applicants are primarily interested in candidates with expertise in American prose in any area or combination of areas. Applications are especially encouraged from those with a strong background in the areas of Rhetoric and Professional Writing. A PhD and demonstrated strengths in teaching and research are required. Duties will include teaching and supervising graduate students. The department offers distinctive undergraduate and graduate programs (MA and PhD) in Literature, Language, Rhetoric, and Professional Writing. For more information, contact: Department of English, University of Waterloo, 200 University Ave. Waterloo, Ontario, Canada N2L 3G1. Send resumes, transcripts, writing samples, and letters of reference no later than 1 February 1999 to: Dr. Murray McCarthy, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and persons with permanent resident status in Canada. We encourage applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The University is an equal opportunity employer.

ENTREPRENEURIAT

UNIVERSITY OF ALBERTA — Nous invitons les candidats pour le **Professorat Bombardier en Entrepreneuriat** (**Bombardier Professor of Entrepreneurship**) à l'Université de l'Alberta. Le titulaire de ce poste aura la responsabilité de développer le programme au niveau aigé (au titre de la chaire) Saint Jean et du département d'Organisation et de gestion. Le titulaire de ce poste comprend des responsabilités d'enseignement et de recherche dans le domaine de la gestion. La personne qui détendra le professorat devra maintenir un haut niveau de compétence dans les domaines des affaires anglophones et francophones. Les candidats doivent avoir une expérience et/ou un intérêt marqué en entrepreneuriat, en gestion et en affaires internationales. Le titulaire doit maîtriser le transfert technologique, parler et fonctionner couramment en français et en anglais, posséder une maîtrise de la langue anglaise et/ou du français, avoir un doctorat ou son équivalent, avoir un dossier de publications rationnellement distingué dans des revues de qualité internationale et être capable de mener des recherches et de publier. Les candidats intéressés doivent envoyer leur curriculum vitae et leur lettre de motivation par la poste à la directrice du département d'Organisation et de gestion, Université de l'Alberta, Edmonton, Alberta, Canada, T6G 2G6, ou par télécopieur au (403) 494-1111. Les lettres de recommandation doivent être envoyées séparément à Dr. Claude Gosselin, Université de l'Alberta, ou à Dr. Claudette

Taifid, Doyenne, Faculté Saint-Jean, University of Alberta, Edmonton, Alberta, Canada, T6C 4G9, ou par téléphone au (403) 465-8760. Faculty of Business: www.bus.ualberta.ca/Org-Analysis/. Faculté Saint-Jean: www.hj.ualberta.ca/. La University of Alberta respecte le principe d'équité en matière d'emploi. Comme employeur, elle favorise la diversité dans le milieu du travail et encourage les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles.

ENVIRONMENTAL STUDIES

YORK UNIVERSITY — The Faculty of Environmental Studies at York University in Toronto invites applications for a tenure stream position in the area of Environmental Thought, Natural Histories and Cultural Narratives. We welcome applications from a wide range of disciplines and methodologies, and from those with a focus on and/or natural history, and cultural studies are also desirable. The appointment, effective July 1, 1999, will be at the Assistant Professor level. The Faculty of Environmental Studies offers interdisciplinary programs leading to the degrees of Bachelor in Environmental Studies (BES), Master in Environmental Studies (MES), and Doctor of Philosophy in Environmental Studies (PhD). The Faculty was created in 1968 to meet the demand for new and more appropriate responses to environmental problems and issues. FES offers students the opportunity to develop individualized programs, build on past experiences, and explore new areas of research. The Faculty also aims to provide diverse educational experiences in which students have opportunities to secure

ÉTUDES FRANÇAISES

UNIVERSITÉ DE TORONTO – La département d'Études françaises de l'Université de Toronto sollicite des candidatures pour un poste de professeur (à temps plein) en littérature et en histoire de la littérature (professeure) agréée(s). Domaine: théories féministes et littérature. Description du poste: Le candidat(e) devra avoir une maîtrise et/ou un doctorat en études françaises, une expérience d'enseignement aux trois cycles, avoir démontré d'excellentes aptitudes de recherche et d'enseignement d'étudiants de 2^e et de 3^e cycles. Exigences: doctorat en études littéraires (spécialisation: littérature féministe et littérature québécoise); une publication (ou plus) dans une revue spécialisée; une excellente connaissance des théories féministes; excellent connaissance de la langue française; excellente connaissance de la littérature québécoise; excellente connaissance de la culture québécoise; excellente connaissance de la culture française. Qualifications: bonne maîtrise de la langue française; bonne maîtrise de la langue anglaise; bonne maîtrise de la langue française; bonne maîtrise de la langue anglaise; bonne maîtrise de la langue française; bonne maîtrise de la langue anglaise. Postuler à: Université de Toronto, 270 Spadina Avenue, Toronto, Ontario M5S 2N5, Canada. Téléphone: (416) 978-2811. Fax: (416) 978-2811. E-mail: francais@utoronto.ca. Site Web: <http://www.utoronto.ca/francais>. Les candidatures doivent être envoyées à: Université de Toronto, 270 Spadina Avenue, Toronto, Ontario M5S 2N5, Canada. Téléphone: (416) 978-2811. Fax: (416) 978-2811. E-mail: francais@utoronto.ca. Site Web: <http://www.utoronto.ca/francais>.

FILM & VIDEO

UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies and the Department of Visual Arts invite applications for a full-time probationary (tenure-track) faculty appointment at the rank of Assistant Professor in Film/Video Production and Theory. This position is a joint appointment between the two units. The successful candidate will

an MFA or PhD in film/visual theory and production or a related discipline, and active record in narrative film or documentary production. The ideal candidate for the position/appointment will combine a critical understanding of the forms of popular culture with knowledge of the parallel developments in experimental film, video art and multimedia. Proven experience in directing film/visual and in producing narrative film and documentary experience is an asset. The successful applicant will work collaboratively to develop and teach courses in film and video production, and in existing programs in multimedia and film in Visual Arts. At the same time, the successful candidate will strengthen the area of film and media studies within the Faculty of Information and Media Studies, a faculty that takes as its scholarly domain the role and impact of information, media and communications on the lives of individuals and society. Lectures of application, curriculum vitae, examples of recent scholarly and film/video work and names and addresses of three referees should be addressed to: Dr. Mary-Jane Pentland, Dean Faculty of Information & Media Studies The University of Western Ontario, London, Ontario, Canada N6A 3B7 S15 661-3542 (p) 515-661-3506 (fax) 2000pentland@uwo.ca www.fim.uwo.ca The closing date for applications is February 15, 1999 or while position is filled. Portfolios subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages women, members of visible minorities, aboriginal persons, and persons with disabilities.

ENVIRONMENTAL STUDIES/
TOURISM

UNIVERSITY OF WATERLOO – Tourism. The Faculty of Environmental Studies at the University of Waterloo invites applications for a Ph.D. position in the area of tourism. The candidates should have a strong background in tourism broadly conceived, understand the importance of tourism to the local and regional appropriate use of land, and have a strong appreciation of research in environmental tourism. The candidate will demonstrate an ability to work independently and to communicate in tourism and be familiar with relationships between tourism and protected areas as resources management, parks and parks access, natural resources, and tourism. The candidate should have local and/or international development. The candidate is expected to be a strong contributor to the Faculty of Environmental Studies, to graduate and undergraduate levels. The Faculty of Environmental Studies consists of the School of Geography, Planning and Environmental Studies and the School of Planning. The successful candidate will be supported in the Faculty of Environmental Studies. The candidate must maintain a close working relationship with the Faculty of Environmental Studies and the School of Recreation and Leisure Studies. For additional information, please contact: Dr. J. R. Bricker, Director, School of Recreation and Leisure Studies, 100 University Ave., Waterloo, ON N2L 2G1, Canada. Tel: (519) 885-1211. Fax: (519) 885-1212. Email: bricker@uwaterloo.ca. Applicants should have a PhD or equivalent research experience. Applications should be submitted by 15 October 1993. Applications must include a letter of application stating career objectives, assessment of qualifications, and a list of references. For learning and research opportunities, please contact: Dr. J. R. Bricker, Director, School of Recreation and Leisure Studies, 100 University Ave., Waterloo, ON N2L 2G1, Canada. Tel: (519) 885-1211. Fax: (519) 885-1212. Email: bricker@uwaterloo.ca.

FINANCE

SAINTE MARY'S UNIVERSITY — Department of Finance and Management Science. Saint Mary's University Department of Finance and Management Science invites applications for a tenured position in the Department of Finance and Management Science. Candidates must possess a PhD, be near completion. Applications in all areas of finance will be considered, and rank is open. Evaluation will be based on research, teaching, and service. For applicants seeking a position at the rank of associate or full professor, a strong research record and a recognized capacity for this superior level of achievement are essential. For those seeking a position at the rank of assistant professor, the candidate must demonstrate potential for an ongoing research agenda. The Frank H. Sobey Faculty of Business, Saint Mary's University, is a member of the AACSB, EQUIS, and AMBA accreditation programs. Successful EMBA programs has been offered since 1986. Subject to final approval, the faculty will offer a doctoral program in Finance. The Department of Finance was established in 1999. The faculty is now housed in the Sobey Building which opened in September 1998. Seventy-five percent of all teaching facilities on the campus are new or totally renovated for full technology support. The Department is committed to forward a curriculum vitae, working papers,

Chair
Social Work

A medium-sized university with a long history of excellence, Windsor offers a friendly and supportive environment. As the southernmost university and

teaching evaluations and three letters of reference to: Dr. Milton Chew, Chairperson, Department of Finance and Management Science, Saint Mary's University, Nalifax, Nova Scotia B3H 3C3, or by fax to: (902) 420-5121. Deadline for applications is December 31, 1998. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website <http://www.stmarys.ca>

LAURENTIAN UNIVERSITY — School of Commerce and Administration invites applications for a tenure stream position in Finance. Applicants must have earned doctorate in Finance, be in the final stage of completing their dissertation. Preferred candidates will have a breadth of teaching capabilities, at the MBA and undergraduate levels, with demonstrated excellence in teaching and research. Although teaching is in English, bilingualism is an asset. The University serves approximately 4,000 full time and 2,000 part time students. The School of Commerce has a total of 26 faculty members and approximately 150 students. The School is bilingual and offers the following programme: Honours Bachelor of Commerce, in English, French, Baccalauréat en Administration des Affaires, Baccalauréat en Administration des Affaires, Baccalauréat en Business Administration. Students in the Sports Administration programme take their management courses at the School to earn a Honours Bachelor of Commerce degree in Sports Administration.

UNIVERSITY OF
WISCONSIN

tion. Sudbury is an attractive, modern city with a diverse culture. Located in Northern Ontario, between Toronto, Ottawa and Montreal. The city which boasts some 36 lakes within its boundaries is a beautiful blend of nature and urban life. The Huron and Manitoulin Islands and the Muskoka. Housing is attractive and reasonably priced. Applications will be considered on a first come, first serve basis. For your application, along with a curriculum vitae and the names of three referees to Dr. Huggett at the following address: Dr. Huggett, Director, Admission, Laurentian University, Sudbury, Ontario P6C 1G5; e-mail: blablanche@laurentian.ca. For more information, visit our website at www.laurentian.ca. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents only.

UNIVERSITÉ LAURENTIENNE – École de Commerce et d'administration sollicite des candidats pour la maîtrise en administration des affaires (M.A.A.) en finance. Tournez l'attention à la première offre de détenu son doctorat ou en fin de maîtrise. Les candidats doivent avoir obtenu un baccalauréat en finance ou équivalent. Pour connaître les modalités de sélection, consultez de préférence aux candidats qui peuvent enseigner dans plusieurs domaines, des areas de premier et de deuxième cycle qui peuvent dénoter l'excellence dans l'enseignement et la recherche. La personne dans ce poste sera responsable de la formation des étudiants en



UNIVERSITY OF
WINDSOR

research, the University of Windsor is committed to teaching, learning and research. It is Canada's premier cultural, educational and research institution.



Chair
Social Work

A medium-sized university with a solid reputation in teaching and research, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students. Information about the University of Windsor and its programs may be found at <http://www.uwindsor.ca>.

The University of Windsor invites applications for the position of Chair, Social Work commencing July 1, 1999. The position is for a 3 to 5 year term and may be renewed. The successful candidate will be eligible for appointment to a tenure-track position at a senior rank.

The Social Work Program, within the College of Arts and Human Sciences, offers an undergraduate degree with approximately 60 BSW graduates per year. A new MSW program has been approved. The Chair will be expected to play a major role in recruiting new faculty, enhancing the stature of the Social Work Program, and working constructively with faculty, staff, students, and members of the community to foster scholarship, research, program development, and professionalism.

Applicants should hold a professional social work degree and must hold a DSW or PhD. They must also have a successful record in teaching at the university level and a strong record of peer-adjudicated scholarship as well as considerable experience in social work.

practice. Evidence of successful administrative experience is required.

A letter of application, a curriculum vitae, and names of three referees should be submitted by March 1, 1999. Management Connections Inc has been retained to assist in this search. Applicants may make inquiries and forward their applications to:
Mr. Christopher Davies, CMC
Management Connections Inc
1900-1095 West Pender Street
Vancouver, B.C., Canada, V6E 2M6
Tel: 604/685-5110. Fax: 604/685-5187.
E-mail: midssearch@bc.sympatico.ca.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is open to international candidates.

**the degree
that works**

**the degree
that works**

The Canadian Association of University Teachers Announces the 31st Annual

J.H. Stewart Reid Memorial Fellowship for 1999-2000 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first Executive Secretary of the Association.

Details:

- One fellowship in the amount of \$5000
- Tenable for a doctoral program in any field of study at any Canadian University
- Duration of one year

Application Closing Date:

April 30, 1999

The Fellowship recipient will be announced in July 1999. An announcement will also appear in an autumn edition of the CAUT Bulletin.

For further information and application forms, write to:

Peggy Richer, Awards Officer, Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2

CAUT 

ACADIA UNIVERSITY

Wolfville, Nova Scotia



Acadia University has embarked on the next evolution in learning through The Acadia Advantage, an academic initiative that integrates the use of notebook computers into the curriculum of all undergraduate students. It is an exciting undertaking that enhances the university's teaching and learning environment, and continues a tradition which has made Acadia a leader in undergraduate education.

Acadia University invites applications for opportunities in the following areas:

Biology

The Department of Biology invites applications for an entry level tenure track position in **Microbiology/Immunology** (Position # 20119) at the rank of Assistant Professor, effective 1 July 1999. Applicants should have a Ph.D. degree by the appointment date. The successful applicant should be committed to undergraduate teaching in Introductory Microbial Diversity, Immunology as well as courses in Food Microbiology and Fundamentals of Biotechnology delivered by the School of Nutrition and Food Science. The candidate is also expected to develop vigorous research activity in areas which complement the Department of Biology. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to Dr. Hilda Taylor, Chair, Selection Committee, Department of Biology, Acadia University, Wolfville, Nova Scotia, BOP 1X0. Fax: (902) 585-1059. • Closing date is January, 25 1999

Business

The Fred C. Manning School of Business Administration invites applications for three entry level tenure track positions: **Marketing** (Position #30115), **Information Systems and Accounting** (Position #30119), and **Accounting** (Position #30122).

Candidates should have a completed (or close to completed) doctorate. As much of the instruction in the School is accomplished in a team environment, candidates are asked to identify their second teaching area of interest. Successful candidates will demonstrate a commitment to undergraduate teaching and are expected to develop an active research program. Practical business experience is valued to enhance the School's multidisciplinary approach to business, and to offer faculty and students extensive opportunities for project work in the business environment.

Appointments are normally made at the Assistant Professor level, and will commence July 1, 1999. Information about Acadia University and School of Business Administration programs can be accessed at <http://www.acadiau.ca/fps/business/home.htm>.

Applicants should submit a letter of application, curriculum vitae, and arrange for three letters of recommendation to be forwarded to: Dr. Stephen Ash, Director, School of Business Administration, Acadia University, Wolfville, NS, BOP 1X0 or stephen.ash@acadiau.ca • Closing date is January 15, 1999.

Chemistry

The Department of Chemistry invites applications from qualified candidates for an entry level tenure track faculty position in **chemistry** (Position #20203) at the Assistant Professor level, beginning on or after 1 July 1999. Qualifications include a Ph.D. and relevant postdoctoral experience. The successful candidate will be expected to play a full role in teaching and to establish a rigorous independent externally funded research program. Applicants should send a curriculum vitae, a list of publications, a brief research proposal and a statement of teaching philosophy to: Dr. Michael Pesch, Head, Department of Chemistry, Acadia University, Wolfville, NS BOP 1X0. Fax: 902-585-1114.

Applicants should arrange for three letters of reference to be sent directly to the Head by the closing date. • Closing date is January 25, 1999.

Computer Science

The Jodrey School of Computer Science invites applications for two entry level Assistant Professor tenure track positions in **Computer Science** (position #20301 and #20312) beginning July 1, 1999. Minimum qualifications are a Ph.D. in computer science or allied discipline, complete or nearing completion, and evidence of strong research potential.

We are seeking individuals with research interests in any branch of computer science. For position 20301, preference will be given to a candidate with teaching ability in one or more of the following areas: systems analysis and design, software engineering, and databases.

The Schools 10 faculty members instruct students in the bachelors and masters programs. Areas of ongoing research projects are agents, artificial intelligence, computer based teaching, formal specifications, networks, new generation architecture and languages, object oriented systems, parallel algorithms, and visual languages. The UNIX and Windows networks provide access to computing support for teaching and research.

Applications will be accepted until the positions are filled. Letters of application, a curriculum vitae, and the names of three references should be sent to: Dr. Andre Trudel, Chair of the Selection Committee, Jodrey School of Computer Science, Acadia University, Wolfville, NS BOP 1X0. Tel: (902) 585-1331. Fax: (902) 585-1067. Email: andre.trudel@acadiau.ca

Education

The School of Education invites applications for an entry level tenure track position at the rank of Assistant Professor in the following areas:

Creative Arts with complementary emphasis on Contemporary Curriculum Theory (Position #30220); **Instructional Technology** and expected to provide on-going leadership in the implementation of the Acadia Advantage initiative (Position #30207); **School-based Consulting with complementary teaching responsibility in the teacher education program** (Position #30212); **Secondary English with complementary emphasis on Language Across the Curriculum or Applied Linguistics** (Position #30213); **Curriculum: Assessment and Instruction** (Position #20201); **Philosophy of Education and Leadership** (Position #30209).

Candidates should have a completed doctorate, relevant teaching experience, and demonstrated in scholarly activity. Teaching responsibilities include instruction and supervision in both B.Ed. and M.Ed. programs. In addition to the core curriculum areas above, candidates will be expected to teach other courses in the B.Ed. and M.Ed. programs, and develop an active research program. Applicants should also identify a second teaching area.

The appointments will commence July 1, 1999. Information about Acadia University and School of Education programs can be accessed at <http://www.acadiau.ca/fps/edu/home.htm>. Applicants should submit a letter of application, curriculum vitae, two recent

examples of scholarly writing, and arrange for three letters of recommendation to be forwarded to: Dr. Bryant Griffith, Director, School of Education, Acadia University, Wolfville, NS BOP 1X0. bryant.griffith@acadiau.ca • Closing date is January 15, 1999.

Engineering

The Ivan Curry School of Engineering and the Department of Physics invite applications for an entry level three-year contractually limited term position (#20403). Appointment is to be at the rank of Assistant Professor, effective 1 July 1999. A Bachelor's degree in either Electrical Engineering or Engineering Physics and a Ph.D. in a relevant area are required. Candidates without a Ph.D. but with equivalent experience will also be considered.

The position will be held in the School of Engineering, with teaching responsibilities in both Engineering and Physics. The primary responsibility will be undergraduate teaching and the successful candidate should be prepared to teach courses in some of the following areas: electronics, digital systems, electricity and magnetism, optics, computer interfacing, introductory circuit analysis and electrical engineering design. Applicants must be eligible for membership in the Association of Professional Engineers of Nova Scotia and P.Eng. status is preferred.

Since there are no graduate programs in Engineering or Physics at Acadia, a component of the individuals research would involve the training of undergraduate students. Acadia faculty may also supervise graduate students at DalTech. Current research interests are in areas of experimental and theoretical condensed matter physics with an emphasis on structural characterisation of materials using TEM and STM techniques, the general field of experimental mechanics (modal analysis, holographic interferometry and Moire), composite materials and design.

Applicants should submit a letter of application, a complete curriculum vitae and arrange for three letters of reference to be sent to: Dr. Andrew Mitchell, Ivan Curry School of Engineering, Acadia University, Wolfville, NS, BOP 1X0. (The names, telephone numbers and addresses of the referees should be included with the application). • Closing date is February 15, 1999.

English

The Department of English invites applications for three entry level tenure-track positions at the rank of Assistant Professor, effective 1 July 1999. (1) **Shakespeare** (Position #10401), (2) **American with a secondary interest in theory** (Position #10412), (3) **Two of Modernism, Creative Writing, Writing by Women** (Position #10417).

Applicants should submit a letter of application, a curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Gwen Davies, Head, Department of English, Acadia University, Wolfville, N.S., BOP 1X0. Telephone: (902) 585-1503. Fax: (902) 585-1070. Email: gwen.davies@acadiau.ca • Closing date is January 15, 1999.

Mathematics and Statistics

The Department of Mathematics and Statistics, invites applications for two entry level tenure-track positions (Position #20905 and 20909) at the rank of Assistant Professor, beginning July 1, 1999, and for a Nine-month Limited Term position (Position #20912R) at the rank of Assistant Professor, beginning August 1, 1999.

Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

In accordance with Canadian Immigration regulations, these advertisements are directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

Acadia University reserves the right not to fill these positions or to fill these positions at levels different from the advertised levels or terms.

For the most recent information on available faculty positions at Acadia University, please check our web site at: <http://www.acadiau.ca/academics/academics.html>

Acadia University is an institution with a proud emphasis on undergraduate teaching. In addition to its service teaching, the Department of Mathematics and Statistics provides a range of programs for majors and honours students. Approximately half of our undergraduates are women. Joint programs in Mathematics with Business and Mathematics with Computer Science are active, and a Co-op program is beginning to thrive.

Qualifications for position #20905: The candidate should have completed a Ph.D. and be engaged in research in Numerical Analysis, Computational Mathematics, or a related area of modern applied Mathematics. A genuine commitment to undergraduate teaching and an ongoing research program are required.

Qualifications for position #20909: The candidate should have completed a Ph.D., and be engaged in research in operations research, applied combinatorics, or a related area of modern applied mathematics. A genuine commitment to undergraduate teaching and an ongoing research program are required.

Qualifications for position #20912R: The candidate should have completed a Ph.D., and be engaged in research. A genuine commitment to undergraduate teaching is required. The research area is open, though analysis and its applications are of particular interest. Demonstrated ability to act as a mentor for female students will be an asset for these positions.

Applicants should send a curriculum vitae referring to the position number, to the Chair, Search Committee, Department of Mathematics and Statistics, Acadia University, Wolfville, Nova Scotia, BOP 1X0. Fax: 902-585-1074. Applicants should arrange for three letters of reference to be sent directly to the same address. Applications without such letters will not be considered complete. • Closing date is January 15, 1999.

Nutrition and Food Science

The School of Nutrition and Food Science invites applications from qualified candidates for two entry level tenure track positions at the rank of Assistant Professor, beginning on or after 1 July 1999. (1) **Position #20706**, in the areas of nutrition education, community nutrition, communications and related courses. Other duties will include supervising honours students, senior seminar, and internship placements, advising students, and developing a practice-based research program. Qualifications include a Ph.D. and membership in Dietitians of Canada. Experience as a public health nutritionist is highly desirable.

(2) **Position (#20701)** in the areas of food service systems, quantity food production, food resource management and related courses. Other duties will include supervising honours students and internship placements, advising students, and developing a practice-based research program. Qualifications include, preferably, a PhD in a food service-related area, or a Masters degree and intention to pursue a doctorate, and membership in Dietitians of Canada.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Prof. Alison Bogan, Acting Director, School of Nutrition and Food Science, Acadia University, Wolfville, NS BOP 1X0. • Closing date is January 31, 1999.

Philosophy

The Department of Philosophy invites applications for an entry level tenure track position (Position #11004), at the rank of Assistant Professor, effective 1 July 1999. Applicants must have the Ph.D. degree by the appointment date. We are seeking applicants with specialization in one of logic, metaphysics, or epistemology, and competence in the remaining two areas mentioned. Candidates must demonstrate a strong commitment to undergraduate teaching and to scholarly activity. Candidates with teaching experience, as well as the ability to contribute more broadly to the total program of the Department will be advanced in this search. Applicants should submit a curriculum vitae, three letters of recommendation, and documentation of teaching effectiveness, to Dr. Cornelius Kompe, Chair, Selection Committee, Department of Philosophy, Acadia University, Wolfville, NS, BOP 1X0. • Closing date is January 15, 1999.

Political Science

The Department of Political Science invites applications for an entry level three-year limited term appointment in **Comparative Politics** (Position #11101). The position will be at the rank of Assistant Professor, effective 1 July 1999. The successful applicant will have a strong record of teaching and research interests in the Comparative Politics of industrialized democracies. Some faculty in Canadian politics would also be an asset. A completed or near completed Ph.D. is preferred. Applicants should ensure that three letters of reference are sent directly to the address below. Applicants should also submit a current curriculum vitae, teaching dossier and covering letter stating their research and teaching interests to: Dr. Malcolm Grieve, Chair, Department of Political Science, Acadia University, Wolfville, N.S. BOP 1X0. Telephone: 902-585-1506. Fax: 902-585-1070. Email: grieve@acadiau.ca

More information about the Department can be found on our website: <http://www.acadiau.ca/polsci/> • Closing date is January 15, 1999.

Psychology

The Department of Psychology invites applications for an entry level three-year contractually limited term position (#21108) at the Assistant Professor level, beginning July 1, 1999. Qualifications for the position include a Ph.D. in Psychology, an active research program, and teaching ability. We are seeking an **experimental psychologist** with expertise in the areas of human physiological psychology, cognition, or perception. Ability to teach courses in research design and statistics would be an asset. The Psychology Department, which has a complement of 11 faculty members, offers Bachelors, Honours, and Masters degrees, and is a partner in the doctoral program in clinical psychology offered jointly with Dalhousie University, St. Mary's University, and Mount Saint Vincent University. Apply by sending a letter describing teaching and research experience, a curriculum vitae, three letters of reference, a selected reprint, and evidence of teaching ability to: Dr. Sonya Symons, Acting Head, Department of Psychology, Acadia University, Wolfville, NS, Canada, BOP 1X0. Inquiries can also be sent via e-mail to sonya.symons@acadiau.ca.

• Closing date is February 15, 1999.



ANNONCES CLASSÉES

Université Laurentienne, située à Sudbury, en Ontario, compte environ 4 000 étudiants à temps plein et 2 000 à temps partiel. L'école de commerce et d'administration est une école professionnelle bilingue qui offre un Baccalauréat spécialisé en commerce, un Baccalauréat en administration des affaires et un Master in Business Administration. De plus, l'école offre tous les cours de management aux étudiants inscrits dans le programme de Baccalauréat spécialisé en commerce (administration des affaires). Il y a environ 500 étudiants (soit quatorze heures de cours par semaine) à temps plein et à temps partiel. L'école est située dans le nord-est d'Ontario, à environ quatre heures de route au nord de Toronto, une heure en avion de Toronto ou de Ottawa. La beauté sauvage et la tranquillité se trouvent à ses portes, autour des milliers de lacs et des rivières provinciales. Elle offre aussi d'incombrables possibilités de loisirs de plein air et d'études de la nature. L'école accepte des candidats jadis de ce que l'on appelle le Québec, mais elle ne vous accueille pas si vous êtes de la région de la capitale. L'école est située à l'adresse suivante: Université Laurentienne, Faculté de Commerce, Université Laurentienne, Sudbury, Ontario P3E 2C6; e-mail: baccalauréat@u Laurentienne.ca; Université Laurentienne, 400 University Drive, Sudbury, Ontario P3E 2C6; e-mail: baccalauréat@u Laurentienne.ca. Université Laurentienne, 400 University Drive, Sudbury, Ontario P3E 2C6; e-mail: baccalauréat@u Laurentienne.ca. Université Laurentienne, 400 University Drive, Sudbury, Ontario P3E 2C6; e-mail: baccalauréat@u Laurentienne.ca.

FRENCH

UNIVERSITY OF TORONTO — Faculty of Arts and Science, French Assistant Professor, probationary (tenure-track) beginning July 1999, subject to budgetary approval. A PhD in French (at or near completion), is required, with a specialization in 19th century French literature. Secondary qualifications in one or more of the following areas would be advantageous: poetry, Actan literature, Québecois literature. The successful applicant will have native or near-native fluency in French and English and preferably some experience teaching French as a second language at the post-secondary level. Competency in computer-assisted language learning (CALL) is an asset. The successful applicant will teach undergraduate literature and language courses at all levels from beginners to advanced. The University agrees to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and is especially interested in candidates who have a well-established research program. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible to apply for a startup grant for research and may also apply to other university funding sources of research and attendance at conferences. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1867, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,500 students. For more information about the University you may visit our web site at www.uofl.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The current minimum salary for an Assistant Professor is \$38,478.00 per annum. Applications should include a curriculum vitae, transcripts, a statement of teaching and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and letters of reference to be sent to: Professor John Woods, Acting Chair, Department of Modern Languages, The University of Lethbridge, 4001 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-5566; Fax: (403) 382-7188; or E-mail: edickson@uofl.ca. The closing date for applications is January 31, 1999.

UNIVERSITY OF ALBERTA — Faculté Saint-Jean. Un poste de professeur (à temps plein) en français, dans les domaines de la langue française et de la stylistique, conduisant à la permanence et dont l'entente est fonctionnelle et à l'enseignement d'une personne engagée dans un projet de recherche ou d'un projet de recherche et d'enseignement. L'entente est fonctionnelle et à l'enseignement d'une personne engagée dans un projet de recherche ou d'un projet de recherche et d'enseignement.

longue, participera avec vigueur et créativité au renouvellement du curriculum de français à la Faculté Saint-Jean, et démontrera des qualités de leadership ainsi qu'une capacité à travailler en équipe et dans un cadre interdisciplinaire. Le candidat doit être francophone dans une université de langue anglaise, la Faculté Saint-Jean accueille des étudiants francophones et anglophones dans des programmes de BA, BAA (conjointement avec la Faculté of Business), BEd, BEd après diplôme, BSc et MEd. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens/nés canadiens/nés et aux résidents/permanents. Si nous ne trouvons pas de candidats qui soient citoyens canadiens et résidents permanents répondant aux exigences du poste, d'autres individus seront considérés. Un curriculum vitae détaillé, une publication et le nom de trois répondants doivent être envoyés au plus tard le 15 février 1999 à: Madame Claudette Tardif, Docteur, Faculté Saint-Jean, University of Alberta, 8405 rue Marie-Josée Gagnon, Edmonton, Alberta, Canada, T6C 4G5. Téléphone: 403-465-8766. L'école de l'Université d'Alberta respecte le principe d'équité en matière d'emploi. Comme employeur, elle favorise la diversité dans le milieu du travail et encourage les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles.

GEOGRAPHY

YORK UNIVERSITY — The Department of Geography invites applications for a full-time, tenure-track position at the assistant professor level, to begin July 1, 1999 (subject to budgetary approval). The Department seeks a Biogeography/ecologist with expertise in contemporary ecological processes. Areas of interest include, but are not confined to, vegetation dynamics and nutrient cycling processes. Experience in the use of GIS would be an asset. The successful candidate will join a group of faculty specializing in environmental processes, in such areas as biogeography, hydrology, climatology, geomorphology and remote sensing. A PhD is required at the time of appointment. The Department seeks an individual who will develop a vigorous research program and is committed to high quality undergraduate and graduate education. Additional information about the Department can be obtained at www.yorku.ca/dept/geography/home.htm. Candidates should send a curriculum vitae, a statement of research interests, selected publications and arrange for three letters of reference to be sent to: Dr. A. Robert, Chair, Department of Geography, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The deadline for applications is January 15, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — The Department of Geography invites applications for a full-time, tenure-track position at the assistant professor level in Economic Geography, to begin July 1, 1999 (subject to budgetary approval). The successful candidate will have research interests in resource analysis and development, preferably with research experience in a region outside North America. Familiarity with GIS techniques and their application in development research would be a definite asset. A PhD is required at the time of appointment. The Department seeks an individual who will develop a vigorous research program and is committed to high quality undergraduate and graduate education. Additional information about the Department can be obtained at www.yorku.ca/dept/geography/home.htm. Candidates should send a curriculum vitae, a statement of research interests, selected publications and arrange for three letters of reference to be sent to: Dr. A. Robert, Chair, Department of Geography, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The deadline for applications is January 15, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Geography Applications are invited for a tenure-track position at the Assistant

Professor level in the human geography of Latin America. This position is subject to final budgetary approval. We seek an outstanding candidate who will complement existing strengths and interests in the Department and in Latin American studies on campus. The appointment will be effective July 1, 1999, and candidates should have completed their PhD by that date. The Department places high value on teaching; instructional responsibilities will include undergraduate and graduate courses. Candidates should have demonstrated achievement and high promise in research. The deadline for receipt of applications is January 22, 1999, and each applicant should include a curriculum vitae and a statement of interest. Candidates should also arrange for four letters of reference to be sent to the Chair of the Search Committee to arrive by January 22, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. All applications and references should be directed to: Dr. David Ley, Chair, Search Committee, Department of Geography, University of British Columbia, 1884 West Mall, Vancouver, B.C. V6T 1Z2. Fax: (604) 822-6150.

OKANAGAN UNIVERSITY COLLEGE — Kelowna Centre, College Professor, Geography. Okanagan University College is the post-secondary education institution of choice for south central British Columbia. The only publicly funded university college in the Okanagan-Similkameen, OUC delivers degree, diploma and certificate programs to approximately 7,000 students each year through a network of five campuses. It serves another 30,000 students through continuing education courses. OUC is a dynamic, young institution with a mandate to meet the evolving educational needs of the next century. Some of the nation's most highly qualified personnel are attracted to OUC for its record of innovation, the intimacy of the regional communities, and its location in one of Canada's most beautiful four-season playgrounds. The result is a strong academic reputation in the country's post-secondary education industry, and recognition at provincial, national and international levels for OUC programs and projects. The Department of Geography in the Faculty of Arts and Education requires a College Professor to teach Introductory Physical Geography, Introductory Remote Sensing and Cartography, second year and upper year courses in Climatology and an upper year course(s) dealing with Global Environmental Change. Required qualifications are a PhD or equivalent in the discipline, ongoing scholarly activity related to the teaching specialty, and university-level teaching experience. This is a continuing appointment effective August 3, 1999. This position is subject to budgetary approval. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae and the names, addresses and telephone numbers of three referees by January 23, 1999 to: Competition No. 83FAC38(UA), Employee Relations Division, Okanagan University College, 1000 K.L.D. Road, Kelowna, BC V1Y 4X6. Applications may also be faxed to (250) 862-5415. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Geography. Assistant Professor, three year term beginning July 1999, subject to budgetary approval. A PhD in Geography (at or near completion), is required, with teaching and research interests in resource management and/or biogeography. The successful candidate will teach courses in planning theory and methods, contemporary environmental issues and resource management/conservation assessment, and will be expected to pursue an active program of research, seeking external funding as required. The ability to teach in one or more of the following areas will be an asset: Instruction to human or physical geography, environmental impact assessment, landscape analysis, park planning/management, and water resources. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and is especially interested in candidates who have a well-established research program.



Tenure Track Appointment — 1999-2000

York University, Faculty of Education, invites applications for the following position:
Culture: Culture & Technology

The Context:

The Faculty of Education offers innovative pre-service, professional development and graduate programs (Med. PhD). We are committed to building our teacher education programs around academic frameworks for language, culture and teaching. The Faculty values collaboration and an interdisciplinary orientation to education. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their school boards and with colleagues from other academic departments across the University. The York Campus is ideally situated at the center of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

The Candidates:

Candidates will have completed a doctorate and present evidence of broad engagement with study and practices associated with the position listed above. Candidates must present evidence of the ability to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field and across the University; and be actively involved in the field of education.

The Appointments:

While preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The appointment will commence as early as 1 September 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities.

Applications:

A detailed letter of application should address your qualifications and research in relation to one of the advertised positions and to the context described above. Do not ask referees to send any letters of reference. Submit your curriculum vitae, one sample of your scholarly writing, and the names/addresses of three or more potential referees to:

Dr. Stan Shapiro, Dean, Faculty of Education
c/o S853 Ross Bldg., York University,
4700 Keele Street, North York, Ontario M3J 1P3

Internet: bmerrin@edu.yorku.ca (Bev Merriman, Secretary to Search Committee). Letters and C.V.s only can be sent online in WP format while scholarly materials must be mailed. Phone: 416-736-5002 (for further information: ask for Bev Merriman).

Please Note:

Apply as soon as possible. Applications will be reviewed as they are received until this position is filled.



University of Alberta
Edmonton

CA Chair in Accounting

Faculty of Business

Applications are invited for the CA Chair in the Department of Accounting and Management Information Systems, effective on or after July 1, 1999. The chairholder will be an outstanding individual with expertise in financial accounting. He or she will have a distinguished research record, a strong teaching record, and a demonstrated interest in interacting with the business and professional community. Applicants should hold the rank of Professor, or should be eligible for the rank of Professor upon appointment. Competition remains open until the position is filled.

The chairholder will be expected to provide intellectual leadership in the Department and Faculty in the study of financial accounting, as well as to strengthen the Department's and Faculty's links with the business and professional community.

The Faculty encourages and rewards research activity. In terms of research productivity and influence, the Department is one of the top two in

Canada, and is in the top quintile of PhD-granting departments in North America. Further information about Edmonton, the Faculty of Business and the Department can be obtained at www.bus.ualberta.ca/

Applications or inquiries should be directed to:

James C. Gaa
CA Chair Selection Committee
Department of Accounting and Management Information Systems
University of Alberta
Edmonton, Alberta
Canada T6G 2R6
Phone: (403) 492-3053
Fax: (403) 492-3325
E-mail: james.gaa@ualberta.ca

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.

You & Your CAUT Bulletin...

Do any of these statements describe you?

- ☐ I'm missing an issue.
- ☐ I stole this copy from a buddy.
- ☐ I want my own subscription.

YOU NEED TO CONTACT
Stella Mazzarolo QUICK!
Tel: 613-820-2270 • Fax: 613-820-2417
Email: mazz@caut.ca



St. Francis Xavier University

Coordinator — Interdisciplinary Studies in Aquatic Resources (ISAR)

St. Francis Xavier University is now inviting applications for the position of Coordinator, Interdisciplinary Studies in Aquatic Resources (ISAR). ISAR is a limited enrollment, four year programme of interdisciplinary studies graduating students with science, arts and business degrees. ISAR has arisen from a cooperative undertaking by the Departments of Biology, Business Administration, Economics, Geology, Political Science, and Sociology and Anthropology. The successful applicant will be appointed to a probationary, tenure stream position, at the rank of either Assistant or Associate Professor. The appointment will be seated in the ISAR-linked department most appropriate to the successful applicant's academic background and professional experience. The appointment will commence July 1, 1999. The successful candidate will have a PhD or equivalent with a specialization focused on some aspect of aquatic resource settings. While the academic specialization for this position is open, there is a particular interest in receiving applications from persons with backgrounds in areas such as fisheries science, aquatic-centred public policy and law, and aquatic-centred environmental studies. Reporting to the ISAR Steering Committee, the successful candidate will be expected to coordinate the further development of ISAR educational, research and community-outreach activities. Additionally, the successful applicant will be required to teach the equivalent of as many as two, full year undergraduate courses within the academic department to which they have been appointed as well as to be active in research and publication. Applicants are asked to submit a copy of their curriculum vitae, copies of research papers/publications, and a statement outlining their understanding of interdisciplinary education and research. Applicants are also required to submit the names of and contact information for at least three academic referees. Applicants are also asked to arrange for the separate submission of confidential reference letters from at least three referees. Please submit this information to Dr. Anthony Davis, Coordinator, ISAR, P.O. Box 5000, St. Francis Xavier University, Antigonish, Nova Scotia, Canada, B2G 2W5. Further information can be obtained by contacting: Telephone: (902) 867-2452, Fax: (902) 867-5456, E-Mail: adavis@stfx.ca or aqua_res@stfx.ca, or the St.FX website: academic/aquatic_resources. Applications for this position must be received no later than February 1, 1999. This position is subject to budgetary approval. St. Francis Xavier University is committed to employment equity.

CLASSIFIEDS

The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,500 students. For more information about the University and the department, you may visit our web site at www.uleth.ca and www.uleth.ca/ges. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The current minimum salary for an Assistant Professor is \$38,478 per annum. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, publication records or preprints, and the names, addresses, e-mail, fax and telephone numbers of three referees. Arrange for this material and

three letters of reference to be sent to: Dr. Tom Johnson, Chair, Department of Geography, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2344. Fax: (403) 329-3036. E-mail: tjohnson@uleth.ca. The closing date for applications is February 1, 1999.

SIMON FRASER UNIVERSITY — Department of Geography, Environmental Economics, Geographer. The Department of Geography at Simon Fraser University has a tenure track position available in Environmental Economics. Geography at the Assistant Professor level commencing on September 1, 1999. Applicants must have completed a PhD by time of appointment and demonstrate a clear promise of excellence in research as well as effectiveness in teaching at the undergraduate and graduate levels. Candidates must be qualified to instruct in the Department's Resource/Environment stream, leading in such areas as resource planning, human ecology, regional development, and gender environment. In this connection, the department is looking for persons who can contribute to its long established and broad interests in the relationship between economy, environment and resources. The successful candidate will

be expected to demonstrate an ability to integrate theoretical analysis of global environmental problems with empirically based research at the local/regional level. An applicant should have a statement of interest, curriculum vitae and the names of three referees, should be sent to: Dr. A.M. Gill, Chair, Department of Geography, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada V5A 1S6 by January 31, 1999. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Other applicants may be considered if a suitable Canadian citizen or permanent resident cannot be found. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. The position is subject to budgetary approval.

GEOGRAPHY & ENVIRONMENT

MCQUILL UNIVERSITY — Department of Geography and School of Environment. Applications are invited for a tenure-track position at the Assistant Professor level, to begin June 1, 1999. The position is in Environmental Analysis, with an

emphasis on the use of Geographic Information Systems (GIS) in the study of the environment. The applicant must have a PhD degree and a demonstrated or prospective capability in GIS and one or more of the main themes within the School of Environment: environmental health, biodiversity, stewardship of the planet's environment, and the environment and human health. The successful candidate will teach at the undergraduate and graduate levels, and may be expected to teach in the field. The applicant must have an excellent research record, or demonstrated potential, and will be expected to develop a vigorous research program, including supervision of graduate students. Undergraduate and graduate GIS facilities at McQuill have recently been upgraded and the School of Environment, a major University initiative, draws together scholars from these faculties, providing a fertile setting for multidisciplinary teaching and research on environmental issues. Information on McGill, the Department of Geography and the School of Environment can be found at <http://www.mcgill.ca>. Salary will be commensurate with qualifications. To ensure full consideration, applications should be received by January 15, 1999 although the search will continue until the position is filled. Applications should include a curriculum vitae, a statement of teaching interests, a statement of research interests, selected publications and three letters of reference should be addressed to: Dr. Gordon King, Chair of Search Committee, Department of Geography and School of Environment, 805 Sherbrook St., W., Montreal, Quebec H3A 2K6. Phone: (514) 398-4112. Fax: (514) 398-7337. E-mail: king@geog.mcgill.ca. In accordance with Canadian immigration requirements, this advertisement is directed to the first named referee. McGill University is committed to equity in employment.

GERONTOLOGY & HEALTH

UNIVERSITY OF WATERLOO — The Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo has available a senior level tenure track position in gerontology and health. The department has three streams: gerontology, health behaviour and bio-health, and the preferred candidate would complement at least two of these streams. The department has close ties with the Alzheimer Research and Education Program and the Centre for Behavioural Research and Program Evaluation (funded by the National Cancer Institute of Canada), both of which are located at the University of Waterloo. The University of Waterloo is a leading research and teaching institution in the field of Applied Health Sciences. We expect the appointment to occur by July 1, 1999. Applicants must have an advanced degree at the doctoral level, and a demonstrated commitment to both funded research and teaching at the undergraduate and graduate level. The appointment will be made at the full or Associate Professor level. Send Curriculum Vitae (including a statement of teaching and research interests accompanied by three reference letters) and three letters of reference by January 15, 1999 to: Dr. John Herd, Chair of Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo is committed to employment equity and encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

HISTORY

UNIVERSITY OF REGINA — Applications are invited for a tenure track position in History at the Assistant Professor level starting July 1, 1999 subject to budgetary approval. Candidates should have a PhD completed or near completion with a

specialty in Reformation and/or Renaissance Studies. Favourable consideration will be given to candidates with a teachable second field such as comparative studies, church history or historiography. Responsibilities include teaching, research, academic counselling, and College and University committees work. Candidates should also have an interest in the context of a Christian College federated with the University of Regina. A copy of the College's educational goals is available upon request and further information can be obtained at: <http://www.uregina.ca/further>. Applications, including a curriculum vitae outlining disciplinary training, teaching experience, publications and conference presentations and three letters of reference should be sent to: Dr. Bryan Nikk, Academic Dean, Luther College, University of Regina, Regina, SK, S4S 0A2 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Luther College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and persons with disabilities. Deadline for applications is February 1, 1999.

QUEEN'S UNIVERSITY — The History Department of Queen's University invites applications for a tenure-track position in the history of Modern China or Japan, effective July 1, 1999. Applicants must have completed a PhD and show promise of excellence in scholarly research and teaching. The appointee will be responsible for teaching undergraduate courses. Salary will be commensurate with experience. Send application and curriculum vitae and six referees to write letters by January 15, 1999, to Professor Paul Christenson, Chair, Department of History, Queen's University, Kingston, ON K7L 3N6, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including members of visible minorities, aboriginal people, persons with disabilities, gay men, and lesbians.

UNIVERSITY OF NEW BRUNSWICK, Saint John Campus — History. The University of New Brunswick, Saint John Campus, Department of History and Politics invites applications for a tenure-track position in History at the Assistant Professor level. This position commences 1 July 1999 subject to budgetary approval. Applicants for this position will be expected to have a completed PhD and show promise of excellence in teaching and scholarship. The position will be in the field of Modern Western European (not British) History. The successful applicant will be required to teach a survey of European History since 1500 as a regular part of the duties for this post and participate in a multi-disciplinary International Studies program at the Saint John Campus. Rank and salary will be commensurate with qualifications and experience. Applications, with curriculum vitae and three referees, should be sent to: Dr. Ken Coates, Dean of Arts, The University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4L5, or faxed to 506-648-5611 no later than 31 December 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to employment equity and encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

AMS DIRECTOR

Associated Medical Services, INC. Programs

History of Medicine, (Hannah Institute),
Medical Education, Bioethics

Associated Medical Services, Inc. (AMS) invites applications for the position of Director, AMS Programs, effective no later than July 1, 1999. This position includes responsibility for the activities of the Hannah Institute for the History of Medicine and AMS Programs in the areas of medical education and bioethics.

Responsibilities for the Hannah Institute include acting as overall administrator, maintaining close liaison with the Canadian history of medicine community and exercising vision and initiative with regard to the history of medicine.

The successful applicant would also be the administrator of the AMS programs in medical education and bioethics. This involves initiating and maintaining links with the medical education and bioethics communities in Canada.

In view of these responsibilities, which include close collaboration with AMS staff, board and committee members, the successful applicant will require a considerable array of interpersonal skills including that of public relations.

Applicants should have a demonstrated scholarly expertise in the history of medicine as well as some administrative expertise. Experience in the application of educational principles and knowledge of the Canadian bioethics community would be desirable.

Application and curriculum vitae should be addressed to:

Professor Abbyann Lynch, President
Associated Medical Services, Inc.
14 Prince Arthur Avenue, Suite 101
Toronto, ON M5R 1A9

Applicants should ensure that three confidential letters are sent directly to the AMS office by the applicants' referees. The deadline for receipt of applications is March 15, 1999.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Associated Medical Services, Inc. is committed to the principle of employment equity.



Great Lakes Institute for Environmental Research

Post Doctoral Fellowships

The Great Lakes Institute for Environmental Research at the University of Windsor announces the availability of up to 5 Postdoctoral Fellowship positions in the areas of: ecotoxicology, aquatic ecology, environmental health, air quality assessment and remediation of toxic metals in the environment, xeno-biotic effects on proteins and cell receptors, and analysis of organic contaminants. Positions are available immediately and will be open until suitable candidates are appointed.

The University of Windsor is committed to employment equity and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged.

Applications should include a complete curriculum vitae and names of three referees, and be directed to:

Dr. Arthur Szabo,
Interim Director, Great Lakes Institute for Environmental Research,
University of Windsor,
Windsor, Ontario N9B 3P4

the degree
that works



Brandon University

THREE POSITIONS - FIRST NATIONS AND ABORIGINAL COUNSELLING

The First Nations and Aboriginal Counseling degree program was formulated using First Nations and Aboriginal holistic approaches to counseling, healing, and community. This is an exciting, new program, which will be of interest to individuals concerned with making a positive impact on First Nations and Aboriginal communities. The Steering Committee includes a broad cross section of academics, counsellors, elders, and representatives from First Nations and Aboriginal communities and professional associations. The program's cross-cultural approach takes into account First Nations, Metis, Inuit, Western, and academic insights into effective counselling. Students of all ethnic and national backgrounds are welcome and encouraged to benefit from this program. It is of special interest to persons who hope to work as counsellors with First Nations and Aboriginal clients, but its unique cross-cultural content will be valuable in other contexts as well.

The First Nations and Aboriginal Counseling program at Brandon University invites applications for three new positions: two faculty positions at the assistant or associate rank, one of whom will be the Program Coordinator, and one instructional associate.

Assistant or Associate Professor (two tenure track positions)

(1) **Program Coordinator:** The successful candidate will be responsible for the development and delivery of courses; facilitation of clinical practice, participation in University and professional activities; and research and scholarly work. In addition to the above, the program coordinator will administer the program, working with the Program's Steering Committee, will provide creative leadership and direction for the program, and will liaise with First Nations and Aboriginal communities. Cross-appointment with another academic department may be possible. Qualifications: A Doctorate in a relevant discipline (for example, Native Studies, Sociology, Social Work, Psychology) is preferred. A Master's degree and relevant experience will be considered. Expertise in First Nations and Aboriginal traditional healing practices would be an asset.

(2) **Faculty Member:** The successful candidate will be responsible for the development and delivery of courses; participation in University and professional activities; and research and scholarly work. Expertise in traditional healing practices is essential. Qualifications: Doctorate in a relevant discipline (for example, Native Studies, Sociology, Social Work, Psychology) is preferred. A Master's degree and relevant experience will be considered. The successful candidate must have expertise in First Nations and Aboriginal traditional healing.

(3) **Instructional Associate (one term position; up to 3 years):** The successful candidate will manage the practice and teach (to a maximum of 6 credit hours) in an appropriate area. Expertise in First Nations and Aboriginal traditional healing practices is highly desirable. Qualifications: A Master's degree in a relevant area (for example, Native Studies, Social Work, Sociology, Psychology) is preferred. A Bachelor's degree will be considered.

The effective date of the appointment will be August 1, 1999. Applications will be accepted until February 15, 1999. Current salary range at Brandon University is: Associate Professor, \$50,117-\$73,517; Assistant Professor, \$37,798-\$56,856; Instructional Associate, \$25,518-\$41,537.

Interested candidates should forward a curriculum vitae along with academic transcripts, sample teaching evaluations (if available), and arrange for three letters of reference to be sent to: Dr. Linda Ross, Dean, School of Health Studies, Brandon University, Brandon, Manitoba R7A 6A9; Fax (204) 726-5793.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

open but preference will be given to candidates who can conduct research in more than one language of the region and who have an interest in comparative studies, church history or historiography. Responsibilities include teaching, research, academic counselling, and College and University committees work. Candidates should also have an interest in the context of a Christian College federated with the University of Regina. A copy of the College's educational goals is available upon request and further information can be obtained at: <http://www.uregina.ca/further>. Applications, including a curriculum vitae outlining disciplinary training, teaching experience, publications and conference presentations and three letters of reference should be sent to: Dr. Bryan Nikk, Academic Dean, Luther College, University of Regina, Regina, SK, S4S 0A2 in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Luther College is committed to employment equity and encourages applications from all qualified women and men, including members of visible minorities, aboriginal people, persons with disabilities.

UNIVERSITY OF WESTERN ONTARIO — The Department of History at the University of Western Ontario invites applications for two tenure-track positions beginning July 1, 1999 at the Assistant Professor level (floor salary: \$45,000), in the following fields: 1. One position in the History of Modern Western Europe, involving developing and teaching new courses in Chinese and Asian history at both the survey level and for more advanced students. 2. One position in the History of the United States in the Twentieth Century, with a particular emphasis upon, or secondary fields in, military and/or diplomatic history and international relations. A PhD is the minimum qualification for each position. Teaching experience and publications are desirable. Candidates should send a letter of application, a curriculum vitae and three letters of reference to: Prof. T.F. Sea, Chair, Department of History, University of Western Ontario, Social Science Centre 628, London, ON N6A 5G2, Tel: (519) 661-3647; Fax: (519) 661-3010. Deadline for applications is January 8, 1999. Positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal people, and persons with disabilities.

SAINT FRANCIS XAVIER UNIVERSITY — Department of History. Subject to budgetary approval, the Department of History invites applications for a tenure-track position at the Assistant Professor level in German history and/or Early Modern Continental Europe (Renaissance, Reformation, Baroque, 17th century). The successful candidate must be prepared to teach a course in Western Civilization as well. Applicants must have a PhD, a record of published scholarship, and a commitment to teach at the undergraduate level. Applicants should send three letters of reference to: Professor Neil MacKinnon, Chair, Department of History, Saint Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to employment equity and encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is March 1, 1999.

HUMAN KINETICS

ST. FRANCIS XAVIER UNIVERSITY — The Department of Human Kinetics invites applications for a tenure-track position at the rank of Assistant Professor. The appointment will com-

ANNONCES CLASSÉES

mence September 1, 1999. It is preferred that the candidate hold a doctoral degree in the area of human kinesiology with emphasis in the area of special populations or related field. A P.E.C. certification would be an asset. The successful candidate will be required to teach undergraduate courses in the area of special populations, as well as, in the assessment area. Some instruction in the activities program will also be required. It is expected that she/he will develop a personal research program and contribute to collaborative research in the Department and/or University. Salary will be commensurate with qualifications and experience. Position is subject to budgetary approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to Employment Equity. The closing date for applications is January 31, 1999. Applicants should send curriculum vitae, a statement outlining teaching and research interests, and a list of three references to: Dr. Ray Rossman, Chair, Department of Human Kinetics, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5. For information about St. Francis Xavier University visit www.sfx.ca.

HUMAN NUTRITION

ST. FRANCIS XAVIER UNIVERSITY — The Department of Human Nutrition at St. Francis Xavier University invites applications for a full-time, tenure-track position to begin on August 15, 1999. The appointment may be as the Assistant or Associate Professor level depending on experience. The applicant should have a PhD in Nutrition. A completed dietetic internship is preferred. Preferences will be given to candidates who have experience in dietetic practice and/or teaching. The candidate is expected to teach undergraduate courses in Introductory and Clinical Nutrition and to contribute to general faculty duties in the Department and the University. A candidate should demonstrate a strong potential for a strong commitment to research. The Department offers a four-year program leading to a B.Sc. in Human Nutrition, Major, Advanced Major and Honours. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit by January 31, 1999 a curriculum vitae, official transcripts, and arrange to have sent three letters of reference to: Chair, Department of Human Nutrition (Telephone 902-867-1137, Fax 902-867-2359), St. Francis Xavier University, P.O. Box 5000, Antigonish, NS B2G 2W5.

IMMUNOLOGY

UNIVERSITY OF ALBERTA — The Department of Medical Microbiology and Immunology, University of Alberta, invites applications for a faculty position in Immunology at the Assistant (\$40,538-\$52,510 per annum) or Associate (\$50,488-\$72,152 per annum) Professor level. The position is an entry into the regular academic progression of the University, with the possibility of obtaining tenure. We offer an outstanding research environment and graduate training program in virology, bacteriology, and immunology (see www.ualberta.ca) and two state-of-the-art equipment and modern laboratory facilities. Applicants should have a proven record of research achievement and be competitive for external awards and research grants. The successful candidate will be expected to develop a dynamic research program and contribute to undergraduate and graduate teaching in immunology. An attractive start-up package, including three years of initial salary support, will be provided in accordance with Canadian Immigration requirements. This advertisement is

directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals should be considered for positions with PhD or MD and appropriate post-doctoral experience should send a curriculum vitae, a brief description of research plans, and arrange to have three to five letters of reference sent on their behalf to: Immunology Search Committee, c/o Dr. James R. Smiley, Chair, Medical Microbiology & Immunology, 1-41 Medical Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. The deadline for receipt of applications is January 31, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

INFORMATION SYSTEMS

ST. FRANCIS XAVIER UNIVERSITY — Information Systems. Applications are invited for two or more tenure track positions in the Department of Information Systems at St. Francis Xavier University. Applicants should have a PhD, or be close to completion in Computer Science or Information Systems or a closely related field. Applicants should be capable of teaching in at least one of the following areas: Intro IT, systems analysis, programming in C, telecommunications, local area networks, electronic commerce, database management, project management, operations research. We are interested in an individual who shows a strong commitment to high quality teaching but who is capable of attracting external research funding. Information about the IS Department is available at <http://info.sfx.ca>. These positions are subject to budgetary approval. Applicants should send a curriculum vitae, graduate transcript, teaching evaluations and three letters of reference to: Dr. Ray Rossman, Chair, Department of Information Systems, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia, B2G 2W5, or by fax (902-867-2448 or e-mail info@info.sfx.ca). Review of applications will begin early in 1999.

UNIVERSITY OF WATERLOO — Information Systems. The Department of Information Systems in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position. Applicants should have a PhD or be close to completion in Information Systems, commencing between May 1 and September 1, 1999. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in the area of technical information systems (database management, systems analysis and design, telecommunications). In addition to teaching courses in Information Systems, an ability to teach another undergraduate subject would be an asset, e.g., engineering economics, operations research, production management or organizational behaviour. Further information about the Department of Management Sciences can be found at <http://www.uwaterloo.ca>. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references before January 15, 1999 to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 2G1.

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA — The Section of Internal Medicine, Department of Internal Medicine, University of Manitoba, and the Winnipeg Hospital Authority are seeking a general internist with a special interest in vascular medicine. The title will be a geographical full time, contingent position at the rank of Assistant or Associate Professor based at St. Boniface General Hospital. The individual would be expected to manage the activities of the Non-Invasive Vascular Laboratory at St. Boniface General Hospital which performs a wide range of diagnostic tests for peripheral vascular disease. The appointee will be expected to participate in the clinical and academic activities of the Section and the Department. Applicants should be interested and experienced in the clinical education of undergraduate and postgraduate students in General Internal Medicine. Candidates must have senior specialty qualifications in General Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Internal Medicine by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Salary will be commensurate with experience and qualifications. Applicants should be accompanied by a curriculum vitae, a list of publications, an indication of special interests or research activities, if present, and the names of three references to: Dr. L. Nicolle, H.E. Sellers Professor and Head, Department of Internal Medicine, Room C5106, St. Boniface General Hospital, 409 Tache Avenue, Winnipeg, Manitoba, R2N 2A6. Closing date for receipt of applications is December 31, 1998.

UNIVERSITY OF MANITOBA — The Department of Internal Medicine, The University of Manitoba, and the Medicine Program of the Winnipeg Hospital Authority is seeking a hepatologist with expertise in viral hepatitis and training in epidemiology to develop and co-ordinate population based studies on the natural history and therapy of Hepatitis with acute and chronic viral hepatitis. This will be a geographical full time, contingent, three year term position at the rank of Assistant Professor located at the Health Sciences Centre in the Liver Diseases Unit within the Section of Gastroenterology. In addition to epidemiologic studies, responsibilities will include patient care, education of practicing physicians, students (undergraduate and postgraduate teaching), and the public regarding viral hepatitis. Salary is commensurate with experience and rank. Candidates must have senior specialty qualifications in Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Internal Medicine by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants, accompanied by a curriculum vitae, outline of areas of research interest, a list of publications, and the names of three references, should be sent to: Dr. G.V. Minuk, Director, Liver Diseases Unit, Room G7-07, Health Sciences Centre, 120 Sharnbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date for receipt of applications is December 31, 1998.

UNIVERSITY OF MANITOBA — The Section of Cardiology, Department of Internal Medicine,

University of Manitoba, and the Winnipeg Hospital Authority Medicine Program invite applications for the position of an electrophysiologist based at Health Sciences Centre. This will be a geographical full time, contingent position. The position encompasses inpatient and ambulatory patient care, responsibility. The candidate must have expertise in performing electrophysiologic studies, ablation, implantation of defibrillators and permanent pacemakers. Other clinical opportunities exist for consulting in other areas of cardiology practice and continuing service to other Winnipeg hospitals and to rural centres. The position involves teaching to both undergraduate and postgraduate medical education at faculty, departmental and sectional levels, in addition to consultancy education programs. There are major research opportunities, including collaboration with established investigation within the Section. Candidates must have senior specialty qualifications in Cardiology in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Cardiology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary and rank will be commensurate with experience and academic qualifications. Applicants, accompanied by a curriculum vitae and a list of publications, should be sent to: Dr. L. Quark, Head, Section of Cardiology, Room G238 Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date for receipt of applications is December 31, 1998.

commensurate with experience and academic qualifications. Applicants, accompanied by a curriculum vitae and a list of publications, should be sent to: Dr. L. Quark, Head, Section of Cardiology, Room G238 Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date for receipt of applications is December 31, 1998.

JEWISH STUDIES

UNIVERSITY OF TORONTO — The Senator Benjamin S. and Carole S. Graffman Chair in Jewish Studies. The Department of Near and Middle Eastern Civilizations invites applications and nominations for an endowed Chair in Medieval Jewish Studies. The holder of the Chair will be an established scholar of the language and literature, history, religion, intellectual, and cultural life of Jews and Jewish communities in the medieval period. He or she will hold a tenured appointment in the Department of Near and Middle Eastern Civilizations and teach courses at both undergraduate and graduate levels, which will be fully integrated into the Department's curriculum, and which will be included in the undergraduate program in Jewish Studies and in the graduate offering of the Centre for Medieval Studies. Applicants are requested to send a covering letter with curriculum vitae and the names and addresses of three referees. Nominations should include the nominee's full

address. The deadline for applications and nominations is December 15, 1998. Applicants and nominations should be sent to: Professor M.E. Sussman, Chair, Department of Near & Middle Eastern Civilizations, University of Toronto, 4840 Keele Street, Toronto, Ontario M3J 1C1 Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

KINESIOLOGY

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor, in the field of ergonomics/human factors. Candidates should have demonstrated research and teaching abilities to solve problems such as: optimization of human performance, reduction of human error, human-computer interaction, health and safety. We are searching for expertise to complement our current strength in occupational biomechanics. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. The candidate must have a PhD or a M.D. with research training in ergonomics.

Lakehead UNIVERSITY

DEAN OF GRADUATE STUDIES AND RESEARCH

Lakehead University invites nominations and applications for the position of Dean of Graduate Studies and Research. The appointment, to be effective July 1, 1999, is for a period of five years, renewable.

Lakehead University is located on the northwestern shore of Lake Superior in Thunder Bay, Ontario, and offers an array of programs in the Arts and Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing and Outdoor Recreation, including nineteen masters programs and a doctoral program in Clinical Psychology. Doctoral programs in Education and Mathematical Sciences are in the approval process. A significant mandate of the University is to support pure and applied research and research initiatives originating from the vast resource base and outdoor laboratory of Northwestern Ontario. Lakehead shares its research expertise with partners in industry and government at the regional, national, and international levels. The University has some 260 faculty engaged in teaching and research and a staff of 360. A strategic planning process is currently underway that is designed to position Lakehead for future growth and development in a changing environment.

The Dean of Graduate Studies and Research reports to the Vice-President (Academic) and the Vice-President (Research and Development). The Dean is responsible for leadership and general administration of graduate studies, promoting and supporting faculty research, managing research contracts and the administrative supervision of research centres and laboratories.

Applicants should have an earned PhD, and established reputation as a scholar, teacher and graduate supervisor, and should possess the necessary administrative and interpersonal skills to provide leadership for the continuing development of graduate studies and research. The successful candidate will demonstrate a vision for the expansion of graduate education and research at Lakehead University, an appreciation for the breadth of research and graduate education across the arts, sciences and professional programs and a sound knowledge of dealing with funding agencies and research organizations.

Nominations and applications should include a full curriculum vitae, a statement of interest and vision of graduate studies and research, the names, addresses and phone numbers of three referees, and should be submitted in confidence to: Dr. Jim Gellert, Chair, Search Committee for a Dean of Graduate Studies and Research, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. Applications received by 15 January 1999 will be given preference. For more information on Lakehead University, please visit our web site at www.lakeheadu.ca

In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Lakehead University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified applicants, including women, visible minorities, Aboriginal Peoples, and persons with disabilities.

SIMON FRASER UNIVERSITY

Faculty Positions in Management of Technology

The Faculty of Business Administration at Simon Fraser University is in the process of establishing a new MBA program with a focus on Management of Technology. The program will have a strong applied orientation with links to local and national industries. We seek applications for two tenure-track faculty positions in management of technology (one senior, one junior). Our specific needs are in the areas of management of technological innovation, management of research and development, and strategic management of technology-based enterprises.

The successful applicant for the senior position will take on a significant leadership role in the establishment of the new program, and will have taught in, and perhaps led, an already established and successful MOT program. The starting date is flexible, but September 1999 or before is preferred. Salary will be commensurate with experience.

Applications, supported by a curriculum vitae, the names of three references, and a short statement of teaching and research interests should be sent to:

Dr. Lawrence T. Pinfield
Chair, Appointments Committee
Faculty of Business Administration
Simon Fraser University
8888 University Drive
Burnaby, British Columbia V5A 1S6 CANADA

SFU hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and Permanent Residents of Canada. All positions are subject to budgetary approval.

www.sfu.ca

www.bus.sfu.ca

Assistant/Associate Professors School of Information Technology & Engineering

The School of Information Technology and Engineering (SITE) seeks applications for tenure-track faculty appointments at the Assistant/Associate Professor level in the general areas of computer engineering, computer science, software engineering, and electrical engineering. The School is particularly interested in candidates with expertise in computer architecture, operating systems, databases, software architecture, software development process, software methodologies, distributed systems, technologies, optical and wireless communications, electronics, system engineering, and biomedical informatics.

Candidates should have a Ph.D. in computer engineering, computer science, electrical engineering or related discipline. The successful candidates must have excellent academic credentials and an ability to develop a strong independent research program, as well as teach effectively at the undergraduate and graduate levels. Rank and salary are commensurate with qualifications and experience.

Bilingualism (English and French) and eligibility for registration as a Professional Engineer in Ontario would be an asset.

The School currently has 1507 undergraduate students, 267 graduate students and 41 faculty. It offers a full suite of degrees at the Bachelor's, Master's and Doctoral levels in Computer Engineering, Electrical Engineering, Software Engineering and Computer Science. Opportunities for collaboration with information technology industries in Ottawa, the Silicon Valley North, are among the best. The Ottawa-National Capital region offers a remarkable variety of cultural and recreational opportunities.

Processing of applications will continue until the positions are filled. The starting date is January 1, 1999 or July 1, 1999. Applications including a curriculum vitae and the names and addresses of three referees should be sent to: The Director of the School of Information Technology and Engineering, Faculty of Engineering, 150 Louis Pasteur, Ottawa, ON, K1N 6N6. Positions are subject to budget approval. The University of Ottawa is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including members of visible minorities, Aboriginal persons and persons with disabilities. The University strongly encourages applications from women.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.



University of Ottawa

ANNONCES CLASSÉES

learn 4 years of postdoctoral experience. In particular, experience in the expression of prohomeostatic responses would be an important asset. Exceptionally motivated individuals with an outstanding level of achievement in research and commitment towards investigating the molecular factors determining substrate specificity and biological function of prohomeostatic responses will be considered. The anticipated start date of the appointment is April 1, 1999. The deadline for application is February 1, 1999. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae, should be sent to: Dr. Ann Rose, Department of Medical Sciences, University of British Columbia, Room 222, Westbrook Building, 6174 University Boulevard, Vancouver, BC V6T 1Z3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. USC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

MEDICAL SCIENCES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Faculty of Medicine, Tenure Track Faculty Positions in Medical Sciences. Applications are invited for two tenure track positions in the Division of Basic Medical Sciences, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland, Canada. The Division consists of approximately 30 faculty members with research strengths in cancer research, cardiovascular science, immunology, and neuroscience. One appointment is a full-time position in cardiovascular science. A second appointment is an open position in the four research areas above. Applicants must hold an M.D. or Ph.D. degree and post-doctoral training. Successful candidates are expected to develop extensive funded research programs and participate in medical undergraduate and graduate teaching. Additional information regarding the Faculty of Medicine and Memorial University of Newfoundland may be found at <http://www.mun.ca/facultyofmedicine> and <http://www.mun.ca/facultyofmedicine>. To apply, send a curriculum vitae, description of research interests, and the names of three references to the Associate Dean, Division of Basic Medical Sciences, Faculty of Medicine, Health Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X6. Application review will begin January 15, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

MUSIC

YORK UNIVERSITY — The Department of Music, Faculty of Fine Arts, York University, invites applications for two full-time tenure-track appointments at the Assistant Professor level effective July 1, 1999 — (1) World Music Performance, and (2) Historical Musicologist with extensive practical experience in the performance practice of western art music and/or in the performance of the preferred candidate will be a gifted artist/teacher with an active professional career, completed PhD (or equivalent), and the demonstrated ability to teach and direct students in recitals and ensembles. The successful candidate will also be expected to contribute to the development and expansion of a mature, vibrant, and highly endowed program. Candidates should provide evidence of broad intellectual and cultural interests and wide experience with a variety of repertoires and approaches to the study of music. Research and publication with promise of international recognition are desired. Exceptional ability as an inspiring and dedicated teacher, willing to teach imaginative and challenging courses, a serious interest in graduate teaching, advising, and demonstrated scholarly ability with promise of establishing an international reputation. Also expected: evidence of broad intellectual and cultural interests, a solid grounding in practical musicianship, and experience with a variety of repertoires and scholarly methods. The successful candidate will also be expected to contribute broadly to the development and expansion of a mature, vibrant, and highly endowed program. The Department of Music, York University, enjoys an enviable position as an innovative leader in contemporary music study, featuring a wide range of program options such as contemporary improvisation, composition, jazz, digital music, popular music studies, world music performance (South Indian music, Philippine Kalingan, ethnomusicology, as well as the practical and historical study of Western music. Currently degree offerings include comprehensive Honours B.A. and B.A. programs in Music, as well as the M.A. and Ph.D. in Ethnomusicology/Musicology. The M.A. in Composition. A letter of application with curriculum vitae and names/address of three references should be sent to: Professor Michael Goggin, Chair, Department of Music, Faculty of Fine Arts, 225 Winters College, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Application deadline is February 1, 1999. These appointments are subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NATIVE STUDIES

UNIVERSITY OF ALBERTA — The School of Native Studies has an opening for a tenure-track faculty position at the assistant professor level. Both applications of medical and dental graduates are encouraged. The position will commence July 1, 1999. The School of Native Studies offers a four-year BA in Native Studies, a combined BA/MA degree program, and an Honors BA. The successful candidate will be able to operate in an interdisciplinary environment, possess a scholarly orientation, demonstrate a strong commitment to undergraduate teaching in the liberal arts tradition and be prepared to create and teach courses in all levels. Runy in an Aboriginal language is an asset. A MA in research and candidates with a PhD will be preferred. The candidate will be able to offer courses in one or more of the following areas: Self-governance, Land and Resources, and Community-based Research and Applied Skills. A strong competency in other relevant areas will be

considered. The ability to supervise students is essential. The School of Native Studies, with a growing student body, actively promotes a community-orientation to research and curriculum. The School is entering its tenth year as a degree-granting institution. As a small, autonomous faculty, the School is preparing for a period of expansion within a research University that is in the throes of faculty renewal. The University of Alberta is a full service, research intensive institution which plays an integral role in the educational, cultural and business life of Alberta and Canada through its teaching, research and community service. More than 4,500 courses are offered in 17 Faculties and Schools. Some 36,000 undergraduate and 4,000 graduate students are enrolled. External research grants to the University in 1997-98 totalled \$12.6 million. In most recent years, the University of Alberta has demonstrated an outstanding record in tenure-track appointments. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include curriculum vitae, copies of research and publications and the names of three references. Copies of teaching evaluations, course materials, a teaching dossier, transcripts and evidence of community experience will also assist the selection committee. Frank Tough, Director, School of Native Studies, 11023-90 Avenue, University of Alberta, Edmonton, Alberta, T6G 1A6. Phone: (403) 492-2991, Fax: (403) 492-0527. Enquiries can be directed to: email: frank.tough@ualberta.ca. For applications a February 15, 1999. The University of Alberta is committed to the principle of equity in employment. An employer that does not discriminate on the basis of race, sex, age, and ethnicity. Applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities, are encouraged to apply. **UNIVERSITY OF SASKATCHEWAN** — Department of Native Studies. Applications are invited for a tenure-track position in the Department of Native Studies, commencing July 1, 1999. The appointment will be made up to the rank of Professor based upon qualifications and experience. For ranks above Assistant Professor, applicants

must have a strong record of research and scholarly work and a record of excellence in teaching. Consideration will be given to Aboriginal candidates only. The minimum academic qualification is the completion of the Master's degree. PhD or ASD preferred. The department is interested in candidates who have demonstrated expertise in the areas of contemporary issues and/or community-based research, and with a social science background in areas such as Native Studies, sociology, economics, psychology, geography, political science and anthropology. Other similar fields will also be considered. Teaching duties may include lecturing in an introductory course, plus offering courses at the senior undergraduate as well as graduate levels. Ability to work with graduate students would be considered an asset. The Department of Native Studies offers Bachelor and Master of Arts programs, as well as a Special Co-OP PhD program. The Department also publishes the scholarly journal, Native Studies Review. Candidates should submit a curriculum vitae, any supporting material they wish (such as publications), and arrange three letters of reference to be forwarded to: Dr. James B. Widdow, Head, Department of Native Studies, 104 Main Hall, 166 Wiggins Road, Saskatoon, SK, Canada, S7N 5E6. The deadline for applications and related material is January 15, 1999 or when the position is filled after that date. This advertisement is directed towards Aboriginal peoples both in Canada and internationally. This position has been created for affecting at the two-level. Applications are invited from qualified individuals, regardless of their immigration status. The University is committed to the Employment Equity Act. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

NATURAL RESOURCES SCIENCES

MCGILL UNIVERSITY — Mammalogist. Applications are invited for a tenure-track position as an Assistant Professor of Wildlife Biology in the Department of Natural Resources Sciences of the Faculty of Agricultural and Environmental Sciences at the MacDonald Campus of McGill University. We are seeking an energetic with research interests and demonstrated expertise in an area

of mammalogy; preference will be given to applicants with a background in population dynamics, wildlife management and/or statistics involving mammals. The successful applicant must have a PhD and will be expected to establish an active research programme which advances biological knowledge while addressing management concerns and participate in the teaching of undergraduate and graduate level courses pertaining to wildlife biology and management. Involvement with the new trans-disciplinary McGill School of the Environment is also expected. The position becomes available March 15, 1999. Applicants should send a curriculum vitae, including a short description of research plans, and arrange for three letters of reference to be sent to: Dr. William Hensler, Chair, Department of Natural Resources Sciences, McGill University, MacDonald Campus, 2111 Lakeshore Road, Ste. Anne de Bellevue, Quebec, Canada H9X 3V9. The closing date for applications is January 15, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. For further information, contact our web site at <http://www.nrs.mcgill.ca>

NURSING

UNIVERSITY OF NEW BRUNSWICK, Saint John Campus — Department of Nursing. Positions in Graduate Nurse Practitioner and Psychiatric/Mental Health Nursing. Applications are invited for one (1) probationary tenure track faculty position and two (2) full-time term instructor positions in the Department of Nursing at the University of New Brunswick in Saint John (UNBSJ). An employment date of July 1, 1999 is anticipated for all positions, subject to budgetary approval. The preferred candidate for the tenure track position will have clinical expertise and/or specialization in the area of cardiovascular care — ideally acute care nursing. The applicant should also have recent clinical practice and university teaching experience. An established program of research in the field of acute care nursing is desirable and should be reflected in publications in refereed journals. The successful applicant for the tenure track position will have primary teaching and

practice responsibilities in the undergraduate program, opportunities to work with graduate students are also available. Preferred candidates for the instructor positions should have clinical practice experience in acute care nursing or psychiatric/mental health nursing and clinical teaching experience in the respective specialty area. The primary responsibility of the instructor positions is clinical practice teaching with undergraduate students. The minimum requirement for all positions is a Masters degree in nursing with doctoral preparation in nursing or a related discipline (either completed or in progress) preferred for the tenure track appointment. Demonstrated commitment to team and interdisciplinary collaboration, a primary health care philosophy, and innovative educational approaches are assets for all positions. Candidates must be eligible for registration with the Nurses Association of New Brunswick. The Department of Nursing is part of a fully accredited provincial nursing program. The Department offers baccalaureate nursing education through a basic four-year full-time stream and a part-time degree completion stream. The Department also collaborates with the Faculty of Nursing at UNB Fredericton to offer a Master of Nursing (M.N.) program. UNBSJ is located adjacent to a large teaching hospital. Strong affiliations exist with other health care settings in the region, plus developed links with an interdisciplinary institute for health research, provide opportunities for collaborative research projects and a strong practice focus in community health. Canadian immigration requirements, this advertisement is directed to Canadian citizens and per-

manent residents. Applicants should forward a curriculum vitae and the names of three references to be received by 08 January, 1999 to Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, University of New Brunswick, P.O. Box 5020, Saint John, N.B., E2L 4A5, fax 506-546-5650, email ctompkins@unb.ca. The University of New Brunswick is committed to the principle of employment equity. **ST. FRANCIS XAVIER UNIVERSITY** — Bachelor of Science (Nursing) Program. Applicants are invited for one probationary tenure-track position, beginning September, 1999 pending budget approval. Salary and rank will be commensurate with qualifications and experience. St. Francis Xavier University Department of Nursing is seeking an enthusiastic, flexible, and experienced person to teach undergraduate students. If offers a four-year, integrated undergraduate B.Sc.N. program; a part-time, post-diploma baccalaureate program by distance education; and an innovative certificate program in continuing care which focuses on community-based practice via distance education for Post RN students. Teaching responsibilities will be a combination of on-campus and distance B.Sc.N. program. Minimum academic preparation and qualifications include a Master's degree in Nursing, a Doctorate in Nursing preferred, teaching experience at the undergraduate level, a strong practice focus in community health nursing, evidence of research and scholarly productivity, and eligibility for registration with the Canadian Nurses Association of Nova Scotia. The applicants deadline is February 15, 1999. Applicants please submit a cover letter, a curriculum



The University of Manitoba
Faculty of Medicine

DIRECTOR OF EDUCATION

The Department of Continuing Medical Education, University of Manitoba (CME) invites applications from individuals interested in serving as Director of Education within the Faculty of Medicine at the rank of Associate Professor.

This new full-time contingent position is intended to provide leadership and program development with respect to all education programs in the Faculty of Medicine including faculty professional development. Specific duties of the academic educator will vary with the needs of the faculty, but will fall into three major areas: curriculum development and evaluation; faculty development; and institutional leadership to support the enhancement of teaching and learning within the faculty. There is an expectation that the successful candidate will build a research program around the issues of medical education.

The immediate educational priorities of the Faculty are: evaluation of the undergraduate medical school curriculum; development of models and tools for evaluation of programs and learning and faculty development as it relates to these areas.

Applicants will be expected to hold a PhD. Knowledge and experience in curriculum design and evaluation, the evaluation of students and teachers and faculty development, particularly with regard to small group teaching are essential. Strong interpersonal, communication and organizational skills are necessary attributes for this position. Previous experience in the health or biological sciences is an asset. Salary range for the position is \$55,000 - \$65,000 per annum.

Although appointed in the Department of Continuing Medical Education and reporting to the Head, CME, the candidate will be expected to develop close working relationships with the Associate Deans Undergraduate and Postgraduate Medical Education, the Director of the School of Medical Rehabilitation and the Assistant Dean Graduate Studies.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

Applicants should supply a curriculum vitae and provide the names of three references to: Dr. Neil Donen, Associate Dean and Head, Department of Continuing Medical Education, Faculty of Medicine, University of Manitoba, 5203-753 McDermott Avenue, Winnipeg, Manitoba, R3E 0W2 by December 31, 1998. The successful applicant is expected to begin working by July 1, 1999 or sooner. If mutually agreeable, inquiries regarding this position can be directed to Dr. Donen at the above address or phone (204) 789-3660.



DALHOUSIE UNIVERSITY Faculty of Law

Dalhousie University, Faculty of Law, invites applications from outstanding scholars for either of two one-year term positions each to commence July 1, 1999.

Candidates with the following qualifications are sought: an LL.B. degree, and an LL.M. degree or a doctorate; a high level of academic achievement at all levels; and a demonstrated research record and/or a demonstrated capacity for scholarly research. We welcome applications from candidates in all areas of legal research, but the successful candidates should also have the ability to teach in one of the following areas: criminal law, evidence, constitutional law or administrative law.

The closing date for applications is January 4, 1999.

Letters of applications outlining areas of research and teaching interests, accompanied by a curriculum vitae, copies of university transcripts, and three letters of reference, at least one of which must be an academic reference, should be forwarded to:

Dean Dawn Russell
Faculty of Law
Dalhousie University
6061 University Avenue
Halifax, Nova Scotia B3H 4H9
Phone: (902) 494-2114
Fax: (902) 494-1316

Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, racially visible people, persons with a disability, and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



University of Prince Edward Island Dean of Veterinary Medicine

University of Prince Edward Island invites applications and nominations for the position of Dean of the Atlantic Veterinary College.

The successful candidate must be an energetic and visionary academic leader. He or she must have a strong track record of scholarly achievement and leadership in veterinary medicine, an understanding of future trends in veterinary medical education, research, and service, and a commitment to the service obligations of veterinary medicine. The successful candidate will be able to develop and maintain effective relationships with units within the University with public and private funding agencies, government departments, veterinary professional organizations, and with practicing veterinarians throughout the region and the nation.

A candidate for the position of Dean of Veterinary Medicine must hold the Doctor of Veterinary Medicine degree or its equivalent, be qualified for appointment with tenure at the rank of Full Professor. In one of the four academic Departments, hold a PhD and/or specialty board certification in a relevant discipline, and have several years of academic administrative experience.

The Atlantic Veterinary College was founded in 1985 and fully accredited in 1989 and 1997. The College has a faculty of 65, a professional student body of 240, 50 graduate students in MSc and PhD programs, and a staff of 120. The Faculty of Veterinary Medicine is one of six Faculties and Schools within the University. Its Dean reports to the President, and together with other Deans and Vice-Presidents, has substantial administrative responsibility at the University level. The Dean is an ex officio member of the University's Senior Management Group, the University Senate, and a number of Senate Committees.

The Faculty of Veterinary Medicine is organized in four Departments (Anatomy and Physiology, Companion Animals, Health Management, and Pathology and Microbiology). The Dean is supported by two Associate Deans (Academic Affairs, Graduate Studies & Research) and has general administrative authority over the Faculty of Veterinary Medicine. Among his or her responsibilities are promotion of College programs in professional and graduate education, in basic and applied research, and in clinical and diagnostic services; establishing positions, recommending faculty appointments, and supporting faculty development; and contributing as indicated to University administration.

Applications should contain a detailed curriculum vitae, the names of three (3) persons from whom letters of reference will be requested, and other supporting materials of the applicant's choice. Persons wishing to identify a potential candidate by letter of nomination are encouraged to do so. Receipt of applications and nominations will close on December 20, 1998. Interested persons may send application or nomination materials to:

Dr. James C. Bellamy
Chair, Search Committee for Dean
Atlantic Veterinary College
University of Prince Edward Island
550 University Avenue
Charlottetown, PEI Canada C1A 4P3
E-Mail: avcdean@upel.ca
Website: <http://www.upel.ca>



In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents. The University of Prince Edward Island is committed to employment equity.



UNIVERSITY OF SASKATCHEWAN Assistant Professor

The Department of History, University of Saskatchewan, invites applications for a tenure-track position in ancient history. This appointment will begin July 1, 1999 of the assistant professor level and is subject to budgetary approval. PhD and publications are strongly preferred. Evidence of teaching excellence is particularly invited.

The field of ancient history is open as to period, approach, or specialization, although there is a preference for candidates interested in the Near East. The appointee's responsibilities will include surveys in Greek and Roman History as well as advanced undergraduate and graduate courses in his or her specialty.

Applicants should submit a letter of application, Curriculum Vitae, and any other supporting material, along with three confidential letters of reference to: Larry Stewart, Head, Department of History, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, S7N 5A5 (Fax: 306-966-5852; E-mail: hist.dept@usask.ca).

The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline is February 15, 1999.

Department
of History

CLASSIFIEDS

vitea, a copy of current registration, and the names of three referees, including most recent employer to: Professor S.D. Sony, Chair, Department of Nursing, St. Francis Xavier University, Box 5000, Antigonish, Nova Scotia, B2G 2V5, Fax (902) 867-2322. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to employment equity.

ST. FRANCIS XAVIER UNIVERSITY — Bachelor of Science (Nursing) Program. Applications are invited for one probationary tenure-track position, beginning September, 1999. Salary and rank will be commensurate with qualifications and experience. St. Francis Xavier University offers a four-year, integrated, undergraduate B.Sc. program, a part-time, post-diploma baccalaureate program by distance education, and an innovative certificate program in continuing care which focuses on community based practice via distance education for first BSc students. Minimum academic preparation and qualifications include a Master's degree in Nursing, a Doctorate in Nursing preferred, teaching experience at the undergraduate level, a strong practice focus in maternal/child nursing, evidence of research and scholarly productivity, and eligibility for registration with the Registered Nurses Association of Nova Scotia. The applications deadline is February 15, 1999.

Applicants please submit a cover letter, a curriculum vitae, a copy of current registration, and the names of three referees, including most recent employer to: Professor S.D. Sony, Chair, Department of Nursing, St. Francis Xavier University, Box 5000, Antigonish, Nova Scotia, B2G 2V5, Fax (902) 867-2322. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to employment equity.

NUTRITIONAL SCIENCES

UNIVERSITY OF TORONTO — Department of Nutritional Sciences. Applications are invited for a Contractually Limited Term Appointment at the Assistant Professor level in the Department of Nutritional Sciences, Faculty of Medicine, University of Toronto. The appointment will be effective July 1, 1999, initially for 3 years. Applicants should hold a PhD with a strong record of research on the mechanism of dietary effects on cancer development. Applicants will be expected to mount an independent research program and to teach at the undergraduate and/or graduate levels. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, with the names of three referees to: Dr. Michael C. Archer, Chair, Department of Nutritional Sciences, Faculty of Medicine, University of Toronto, 1 King's College Circle, Toronto, Ontario M5S 1A5.

national Sciences, Faculty of Medicine, University of Toronto, 1 King's College Circle, Toronto, Ontario, Canada M5S 1A5. Application deadline is February 15, 1999. In accordance with no Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

OCEAN SCIENCES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Marine Physiologist/Biochemist. The Ocean Sciences Centre (OSC) of Memorial University wishes to make a tenure-track appointment at the rank of Assistant Professor. The appointee will have a strong program in experimental zoology that will take advantage of our laboratory facilities, including high quality flow-injection and a recently constructed 15,000 sq. ft. Aquaculture Technology Building. Preference will be given to a candidate who can develop a strong research program in the physiology or biochemistry of marine fish or other marine organisms. Duties will include teaching in either or both of the graduate programs (Aquaculture and Marine Biology), and the supervision of graduate students. The OSC is a research unit within the Faculty of Science and operates a variety of research programmes addressing questions relevant to the cold ocean environment including aquaculture of fish and shellfish, vertebrate and invertebrate physiology, biochemistry and behaviour, oceanography and self biology. The OSC is situated 10 km north of the university's main campus in St. John's, and provides excellent facilities for laboratory and field studies. Memorial University is part of a vibrant, local scientific and engineering community which maintains an inventory of available positions for qualified persons. Partners of candidates for these positions are invited to include their resume for possible matching with other job opportunities. Memorial University is committed to the principle of equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Interested persons should send a resume, an outline of proposed research, and the names and addresses of three academic referees to: Director, Ocean Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X9 Canada. E-mail: dhw@osc.mun.ca; Phone: 709-733-3709; Fax: 709-733-3220; Website: <http://www.mun.ca/osc>. The closing date is Jan. 15, 1999.

OPTOMETRY

UNIVERSITY OF WATERLOO — School of Optometry. Applications are being accepted for a probationary term (tenure track) appointment at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research and to instruct in the School's postgraduate and undergraduate clinical programmes. Preference will be given to candidates who have earned a PhD and demonstrated independent research capability in vision/ocular/neuroscience or a related field. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by December 18, 1998 to: Dr. David Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This advertisement is subject to the availability of funds. In accordance with no Employment Equity Policy, the University of Waterloo encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PACIFIC & ASIAN STUDIES

UNIVERSITY OF VICTORIA — The Department of Pacific and Asian Studies invites applications for a full-time, tenure-track appointment in theory and thematic studies applicable to the field of Asia/Pacific Studies. The appointee will be at the Assistant Professor level and will commence on July 1, 1999. Applicants should hold, or be close to completing, a PhD, and show clear evidence of excellence as a teacher and as a scholar. The successful candidate will teach courses in theory at introductory, advanced, and graduate levels and thematic courses in higher area of special interest (for example, cultural studies, state and community industrialization and social change, gender relations, 20th-century peasant societies, cycles in world systems). The candidate should have a geographic area of specialization in one of the regions taught in the Department (China, Japan, Southeast Asia, and Oceania) with appropriate language skills, and a perspective on the Pacific region as a whole. Since the Department has a strong interest in interdisciplinary research, the candidate will be expected to be able to bridge the humanities and the social sciences in teaching and supervision of students. The salary for full-time Assistant Professor is \$58,998 to \$63,000. The Department of Pacific and Asian Studies is a vibrant, local scientific and engineering community which maintains an inventory of available positions for qualified persons. Partners of candidates for these positions are invited to include their resume for possible matching with other job opportunities. Memorial University is committed to the principle of equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Interested persons should send a resume, an outline of proposed research, and the names and addresses of three academic referees to: Director, Ocean Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X9 Canada. E-mail: dhw@osc.mun.ca; Phone: 709-733-3709; Fax: 709-733-3220; Website: <http://www.mun.ca/osc>. The closing date is Jan. 15, 1999.

PHARMACOLOGY — Assistant Professor (Tenure-Track). Cardiovascular Pharmacology. The Department of Pharmacology is seeking individuals with excellent research credentials to sponsor for Canadian Scholarship awards. Successful applicants will be appointed at the level of Assistant Professor (tenure track) and will be expected to contribute to the research, teaching and administrative functions of the department. Candidates should have a PhD or M.D. and postdoctoral experience. Selected candidates will be required to submit scholarship and research grant applications by September 15, 1999 for starting date 1 July 2000. Please send a curriculum vitae, 3 recent reprints and names of 3 referees to: Dr. H.A. Robertson, Head, Department of Pharmacology, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4R7. Fax: 902-494-1388; e-mail: Harold.Robertson@dal.ca. Deadline: 1 Jan. 1999. In accordance with Canadian Government policy, this advertisement is directed towards Canadian citizens and landed immigrants. Dalhousie University is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from Qualified Women, Aboriginal Peoples, Faculty Visible Persons and Persons with a Disability.

PEOIRIATRICS

UNIVERSITY OF MANITOBA — The Department of Pediatrics and Child Health, Faculty of Medicine, University of Manitoba and the Burnwood Regional Health Authority. Thompson General Hospital is seeking a contingent, geographic, full-time (FT), general pediatrician, at the rank of Assistant Professor. The appointee will join an existing general pediatrician in the area. The Thompson General Hospital affiliate position of specialty services to enhance provision of specialty services to Thompson and the Burnwood Region communities in northern Manitoba. Appointees will be actively involved with postgraduate teaching in pediatrics. A commitment to service provision to the aboriginal people of Manitoba is strongly preferred. Thompson is a thriving city with a population of approximately 15,000. Known as the "Hub of the North," Thompson has excellent housing and excellent education, recreation and shopping facilities. Thompson General Hospital is a modern 14 bed multi-specialty facility with a renewed commitment to the provision of high quality patient care and education. Candidates must have senior specialty qualifications in pediatrics in the country of current practice, and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in pediatrics by the Royal College of Physicians and Surgeons of Canada is preferred. Salary is commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHARMACOLOGY — Assistant Professor (Tenure-Track). Cardiovascular Pharmacology. The Department of Pharmacology is seeking individuals with excellent research credentials to sponsor for Canadian Scholarship awards. Successful applicants will be appointed at the level of Assistant Professor (tenure track) and will be expected to contribute to the research, teaching and administrative functions of the department. Candidates should have a PhD or M.D. and postdoctoral experience. Selected candidates will be required to submit scholarship and research grant applications by September 15, 1999 for starting date 1 July 2000. Please send a curriculum vitae, 3 recent reprints and names of 3 referees to: Dr. H.A. Robertson, Head, Department of Pharmacology, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4R7. Fax: 902-494-1388; e-mail: Harold.Robertson@dal.ca. Deadline: 1 Jan. 1999. In accordance with Canadian Government policy, this advertisement is directed towards Canadian citizens and landed immigrants. Dalhousie University is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from Qualified Women, Aboriginal Peoples, Faculty Visible Persons and Persons with a Disability.

PHILOSOPHY

OKANAGAN UNIVERSITY COLLEGE — Philosophy. Okanagan University College is the post-secondary educational institution for south central British Columbia. The only publicly funded university college in the Okanagan-Similkameen, OUC delivers degree, diploma and certificate programs to approximately 7,000 students each year through a network of five campuses. It serves another 3,000 students through continuing education programs. OUC is a vibrant, local scientific and engineering community which maintains an inventory of available positions for qualified persons. Partners of candidates for these positions are invited to include their resume for possible matching with other job opportunities. Memorial University is committed to the principle of equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Interested persons should send a resume, an outline of proposed research, and the names and addresses of three academic referees to: Director, Ocean Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X9 Canada. E-mail: dhw@osc.mun.ca; Phone: 709-733-3709; Fax: 709-733-3220; Website: <http://www.mun.ca/osc>. The closing date is Jan. 15, 1999.

UNIVERSITY OF VICTORIA — Philosophy (Tenure-Track). The Department of Philosophy at the University of Victoria invites applications for a tenure track position, to begin July 1, 1999. The successful applicant will have responsibility for the Department's offerings in metaphysics and continental rationalism. The Department has interest in candidates who have competence in some area of contemporary philosophy as well. A sound research programme is essential. PhD and teaching experience are expected. The salary for an Assistant Professor in 1999-2000 is \$55,000. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, aboriginal peoples and persons with a disability. In consideration of the current gender imbalance in the Department, women are especially encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is specifically directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment unless no suitable Canadian citizen or permanent resident can be found.

Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae, three letters of recommendation, and evidence of teaching ability by January 8, 1999 to: Competition No. 1994-038 (C).

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Philosophy. Assistant Professor, probationary (tenure-track) position beginning 1 July 1999, subject to budgetary approval. A PhD is required, with a specialization in Social and Political Philosophy. Emphasis on virtue ethics and game theory would be welcome. The applicant should demonstrate a serious commitment to and appropriate record of scholarship and original research and the ability to teach widely in an undergraduate curriculum, including some of the following areas: Introduction to Philosophy, Introduction to Logic, Business Ethics, History of Philosophy, Metaphysics, Theory of Knowledge, and Philosophy of War. The University expects its hire to be an individual who has demonstrated considerable potential for excellence in teaching, research and scholarship, and is especially interested in candidates who have a well-established research program. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairie, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,500 students. For more information about the University you may visit our website at www.uleth.ca, in accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The current minimum salary for an Assistant Professor is \$38,400 per annum. Applicants should include a letter indicating all areas of teaching competence, a curriculum vitae, transcripts, course outlines, teaching evaluations and writing samples. Arrange for three material and three letters of reference to be sent to: Professor John Woods, Chair, Department of Philosophy, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Phone: (403) 325-2500, Fax: (403) 325-5100, or E-mail: sorrell@uleth.ca. The closing date for applications is January 31, 1999.

UNIVERSITY OF VICTORIA — Philosophy (Tenure-Track). The Department of Philosophy at the University of Victoria invites applications for a tenure track position, to begin July 1, 1999. The successful applicant will have responsibility for the Department's offerings in metaphysics and continental rationalism. The Department has interest in candidates who have competence in some area of contemporary philosophy as well. A sound research programme is essential. PhD and teaching experience are expected. The salary for an Assistant Professor in 1999-2000 is \$55,000. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, aboriginal peoples and persons with a disability. In consideration of the current gender imbalance in the Department, women are especially encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is specifically directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment unless no suitable Canadian citizen or permanent resident can be found.

McGill Dean of the Faculty of Law

Nominations and applications are invited for the position of Dean of the Faculty of Law of McGill University. The appointment, effective 1 June 1999, is normally for a five-year term and may be renewed.

The Faculty of Law was established in 1848. Today, at its sesquicentennial, it offers a liberal education in both the civil law and the common law traditions. The Faculty has just announced a new undergraduate curriculum emphasizing the intellectual foundations of western private law traditions and highlighting the theoretical dimensions of both transnational and local legal systems. It will be the only Law Faculty teaching both the civil law and the common law, in both English and French, in an integrated programme leading to the award of both a Bachelor of Civil Law (BCL) and a Bachelor of Law (LLB) degree. Programmes of graduate study are offered within the Institute of Air and Space Law (established in 1951) and the Institute of Comparative Law (established in 1965) leading to the degrees of Master of Civil Law (MCL), Master of Law (LLM) and Doctor of Civil Law (DCL). The Institute is the focus of two research centres: the Centre of Air and Space Law and the Quebec Research Centre of Private and Comparative Law. The Faculty of Law has a permanent teaching staff of 36, plus part-time appointees, visitors and part-time lecturers. There are approximately 500 undergraduate and 185 resident graduate students, as well as several post-doctoral fellows. The student body is drawn from across Canada, the United States and many other jurisdictions.

The Dean is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience, ability to function in both French and English is required.

McGill is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be more useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by 15 December 1998 to:

Dr. T.H. Chan
Vice-Principal (Academic)
McGill University
845 Sherbrooke Street West
Montreal, Quebec H3A 2T5

St. Paul's United College University of Waterloo PRINCIPAL

The Principal's Search Committee invites applications and nominations for the position of Principal of St. Paul's United College. The initial five-year appointment will begin on January 1, 2000.

St. Paul's United College is a co-educational College, established by The United Church of Canada in 1962 and affiliated with the University of Waterloo. The College endeavours to live up to its mission statement "to impart with passion, in a caring community, a lifelong love of learning"; the residence atmosphere encourages personal maturity in the midst of a caring community for 150 UW students who live at St. Paul's. The College offers courses to about 900 distance education and on-campus students in three academic programs: Canadian Studies, Studies in Personality and Religion, and Religious Studies. St. Paul's is the centre for the UW Canadian Studies Program. The current total budget is about \$1.2M.

St. Paul's United College is seeking an outstanding leader with strong academic and administrative skills, spiritual qualities in essential agreement with the ethos of The United Church of Canada, and fundraising skills. We seek a team player to work with students, staff, faculty, alumni, the University, other Colleges, and The United Church of Canada.

Nominations and applications should include a curriculum vitae and a brief statement of the qualifications and specific achievements on the basis of which the individual merits consideration for Principal. Nominations and applications will be held in strict confidence and are to be submitted on or before March 1, 1999.

Address correspondence to:
Dr. Don Irish, Chair, Principal's Search Committee
Chemistry Department, University of Waterloo
Waterloo, ON N2L 3G1
E-mail: drish@uwaterloo.ca



Dean of Agriculture

Applications and nominations are invited for the position of Dean of Agriculture at the University of Saskatchewan, with the appointment to be effective July 1, 1999. The initial term is normally for five years and may be renewed by mutual agreement.

Located in Saskatoon, the University of Saskatchewan is a publicly funded institution, established in 1907. The University has approximately 17,500 degree students, 4,500 employees, an operating budget of approximately \$175 million, and an annual research budget in excess of \$50 million. It offers a full range of curricula, both academic and professional, with students registered in thirteen colleges, including the full range of health sciences.

Founded in 1912, the College of Agriculture is a key part of the University of Saskatchewan, with a deep and abiding commitment to serving agriculture and the food industry. The College's five academic departments (Agricultural Economics, Animal and Poultry Science, Applied Microbiology and Food Science, Plant Sciences, and Soil Science) and associated research, extension and service units are part of an agriculture science complex that is without compare in Canada. The College has strong links with local major institutions. Including the Agriculture and AgriFood Canada Research Centre, the Saskatchewan Research Council, the National Hydrology Research Centre, the PDS Pilot Plant Corporation, the Plant Biotechnology Institute and several biotechnology firms located at Innovation Place. Innovation Place, the University's research and development park, hosts 100 companies with over 1,600 employees; many of these enterprises are "spin-off" companies whose genesis is a result of intellectual activity at the University.

The College has 350 employees and approximately 1,100 students. The operating budget is \$7.9 million, with \$13

million in research grants from external agencies. The College has approximately 3,200 hectares of land which is used for crop and animal research. For more information, see the College's website at <http://www.ag.usask.ca/overview/about>.

Reporting to the Vice-President (Academic), the Dean is the chief executive officer of the College of Agriculture, responsible for the overall management of the College, and specifically its academic programs, personnel, budget, and facilities. The Dean is expected to provide effective leadership, contributing to the further development of the College and its programs in teaching, research and service. The successful candidate for this important role will be an experienced educator with a record of published research and scholarship, and an in-depth understanding and ability to interact effectively with industry. An innovative style of leadership, proven administrative abilities, a strong public presence, and excellent interpersonal skills are required.

Applications should be accompanied by a detailed curriculum vitae and the names of at least three referees. Letters of nomination should include biographical details of the nominee. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged in their applications to identify themselves as members of these designated groups. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Please respond promptly and in confidence to the address shown below.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto ON M5R 2J9

Fax: (416) 923-8311

Janet Wright & Associates Inc.

ANNONCES CLASSÉES

manent resident applies. Applications, a sample of work and cv should be sent to: Eike Kluge, Chair, Department of Philosophy, University of Victoria, Box 1800, Victoria, B.C. V8W 2Y4. Applicants should arrange for three letters of reference to be sent directly to the Chair. Submission deadline, inclusive of letters of reference, is January 28, 1999.

PHYSICS

UNIVERSITY OF LETHBRIDGE – Faculty of Arts and Science, Department of Physics. Assistant Professor, three-year term beginning 1 August 1999, subject to budgetary approval. A PhD in Physics is required, with specialization in condensed matter physics. Outstanding candidates in other areas of physics are also invited to apply. The department's research interests include: Molecular Spectroscopy, Infrared Astronomy, NMR Spectroscopy, Field Theories and Nonlinear Dynamics. Opportunities for collaborative research may exist. The department offers courses in Physics, Biophysics, Astronomy and Engineering. The successful candidate will teach laboratory and lecture sections of undergraduate level courses. The University aspires to hire individuals who have demonstrated a commitment and potential for excellence in teaching, research and scholarship, and is especially interested in candidates who have a well-established research program. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1957, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,500 students. For more information about the University you may visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The current minimum salary for an Assistant Professor is \$38,478.00 per annum. In the case of collaboration, the salary may be supplemented from research funds of departmental researchers. Applications should include a curriculum vitae, transcripts and a statement of teaching and research interests. Arrange for three letters of reference to be sent to: Ms. A. All, Chair, Department of Physics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2516, Fax: (403) 329-2057, or E-mail: arlene.jan@uleth.ca. The closing date for applications is January 31, 1999.

PHYSIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA – Department of Physiology, Research Scholars. The Department is seeking individuals to sponsor for Canadian Scholarship awards. Candidates should have a PhD and/or M.D. in an appropriate biological science and a minimum of two years postdoctoral training. Research may be in any area of physiology and/or related fields. Research should be research excellence and potential for a strong independent research programme. Selected candidates will be required to submit a curriculum vitae, a brief statement of research interests, and the names of three individuals willing to supply a letter of reference. Applications should be submitted by February 28, 1999 to: Dr. Kenneth G. Blumfield, Head, Department of Physiology, University of British Columbia, 2146 Health Sciences Mall, Vancouver, B.C. V6T 1Z3. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

POLITICAL SCIENCE

YORK UNIVERSITY – Faculty of Arts, Department of Political Science. Applications are invited for a tenured Associate Professor position in German and European Studies. Appointment to commence July 1, 1999. We are seeking a scholar of international reputation specializing in German and European politics studies. The successful candidate will be expected to contribute to the development of the Political Science Centre for German and European Studies at York which is a joint venture between York University and the University of Montreal. It is expected that the applicant will be fluent in German, and have at least a reading knowledge of French, and be able to teach both graduate and undergraduate courses on Germany and Europe. The Department is strongly interested in scholars whose work focuses on one or more of the following policy areas: culture and communications, European integration, and social policy. Salaries commensurate with qualifications. Applicants should send a curriculum vitae, appropriate examples of their scholarship, and teaching evaluations, and arrange to have three letters of reference sent to Professor Stephen L. Newman, Department of Political Science, Box 5669 Ross Bldg., York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for Applications: February 1, 1999.

UNIVERSITY OF BRITISH COLUMBIA – The Department of Political Science of the University of British Columbia invites applications for a tenure-track position at the rank of Assistant Professor, the appointment to begin July 1, 1999. The department seeks a scholar and teacher working in the comparative politics of advanced industrial societies and/or international political economy. The UBC Department is a major centre for research and both graduate and undergraduate teaching and seeks an individual who can make a marked contribution to the work. Applicants, including the names and addresses of three referees, will be received until February 22, 1999 and should be sent to: The Search Committee, Department of Political Science, 612-1866 Main Mall, Vancouver, BC, Canada V6T 1Z1. For further information on the department, including its 1997-98 Annual Report please see the website at <http://www.arts.ubc.ca/polsci/polsci.htm>.

<http://www.arts.ubc.ca/polsci/polsci.htm>. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

OKANAGAN UNIVERSITY COLLEGE – Political Science. Okanagan University College is the post-secondary education institution of choice for south central British Columbia. The only publicly funded university in the Okanagan-Similkameen, OUC delivers degree, diploma and certificate programs to approximately 7,000 students every year through a network of five campuses. It serves another 30,000 students through continuing education courses. OUC is a dynamic young institution with a mandate to meet the evolving educational needs of the next century. Some of the nation's most highly qualified personnel are attracted to OUC for its record of innovation, the intimacy of the regional communities, and its location in one of Canada's most beautiful four-season playgrounds. The result is a strong reputation in the country's post-secondary education industry, and recognition at provincial, national and international levels for OUC programs and projects. The Department of Political Science in the Faculty of Arts and Education requires a College Professor to teach Political Science. The successful candidate should have experience in the politics of China and North America (Japan, Taiwan, Korea, and the Philippines).



Faculty of Education

Applications are invited for a number of tenure-track positions in the Faculty of Education at the University of Alberta. The appointments will normally be at the Assistant Professor level with a minimum salary of \$45,000 (subject to confirmation of funding). One or more of these positions will be offered at a senior level. The date of appointment will be July 1, 1999.

The Faculty is one of the largest in the country serving approximately 3200 undergraduate and 800 graduate students. A wide range of pre-service, professional development and graduate programs are offered, including a 4-year BEd, 2-year After Degree, 5-year Combined Degree (Arts, Science, PE), Advanced Diploma, MEd, EdD, and PhD.

Department of Educational Psychology – Special Education. Applicants should possess a Doctoral degree in Special Education, with specialized training and experience in elementary school instruction of children with special needs in both special education and inclusive settings. Competence in teaching both graduate and undergraduate special education courses in the Instruction of Children with Special Needs is necessary. Training and competence in teaching diagnostic reading or mathematics is essential as well. Responsibilities will include teaching at the undergraduate and graduate levels, student supervision at the Master's and Doctoral level, pursuit of a program of research and scholarship, and providing leadership in the discipline.

Department of Educational Psychology – Instructional Technology, Human Learning and Cognition. Responsibilities will include teaching courses in human learning and cognition, and instructional technology at the undergraduate and graduate levels, and graduate student supervision at the Master's and Doctoral level. Candidates should have expertise in the psychological foundation for effective integration of computer-based technology in educational environments. The successful candidate will be expected to pursue a program of research and scholarship and provide leadership in the discipline. All applications should have a Doctoral degree in educational psychology or equivalent subject area with a well-defined research program and evidence of teaching competence.

Department of Secondary Education – Mathematics Education. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in mathematics teacher education, educational research, curriculum studies and extensive graduate student supervision at the Master's and Doctoral levels. The successful candidate will have a Doctorate, teaching experience, and a proven record of research and scholarship in mathematics education. Experience in the design and teaching of distance education courses will be a definite asset.

Department of Secondary Education – Social Studies Education. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in social studies education, educational research, curriculum studies and extensive graduate student supervision at the Master's and Doctoral levels. The successful candidate will have a Doctorate, teaching experience, and a strong program of research and scholarship in social studies education. Related teaching and research in areas such as critical pedagogy, cultural studies, media studies, and international education would be definite assets.

Department of Educational Policy Studies and the Division of Technology in Education. Applicants are invited in the combined areas of distance education, adult education and educational technology. Applicants are expected to have a Doctoral degree in an appropriate field. Responsibilities will include teaching at the graduate and undergraduate levels, supervising graduate students, conducting a program of research and publication, and an active role in strengthening linkages with the educational community.

Department of Elementary Education – Art Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in art education. Candidates should have a valid teaching certificate and appropriate teaching experience in elementary schools. Teaching experience at the university or college level is desirable. Duties will include instruction of

Required qualifications are a PhD in the discipline, evidence of teaching excellence, and an established research agenda. Duties will include research in the successful candidate's area of specialization as well as teaching duties across all four years of the degree program. This is a continuing appointment effective August 3, 1999. This position is subject to budgetary approval. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae, three letters of recommendation, evidence of teaching ability, and examples of published work by January 8, 1999 to: Competition No. 774638 (CB) Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X5. Applications may also be faxed to (250) 862-5475. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

UNIVERSITY OF LETHBRIDGE – Faculty of Arts and Science, Department of Political Science. Assistant Professor, three-year term beginning July 1, 1999, subject to budgetary approval. A PhD in Political Science (or near completion) is required. The successful candidate will teach courses in Canadian government politics, including Canadian public policy/political administration, and will be expected to develop a continuing research program in Political Science. The ability to teach outside the

indicated major sub-field will be an asset. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and is especially interested in candidates who have a well-established research program. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1957, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,500 students. For more information about the University you may visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The current minimum salary for an Assistant Professor is \$38,478.00 per annum. Applications should include a letter describing interests and qualifications in all areas of teaching competence, a curriculum vitae, most recent transcripts, course outlines and teaching evaluations, a statement of teaching philosophy, and a sample of written work. Arrange for the material and three letters of reference to be sent to: Dr. Peter McCormick, Chair, Department of Political Science, The Uni-

versity of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2500, Fax: (403) 382-7143, or E-mail: hopson@uleth.ca. The closing date for applications is January 31, 1999.

SAINT MARY'S UNIVERSITY – The Department of Political Science. Saint Mary's University, invites applications for a tenure-track appointment (Assistant Professor, step one) in Urban Government and Provincial Politics, effective September 1, 1999. PhD expected. The candidate will also be expected to teach politics at the introductory level. Candidates are asked to forward a curriculum vitae and three letters of reference to be sent directly to: Ronald G. Landes, Chairperson, Selection Committee, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, or by fax to: (902) 420-5181. Deadline for applications is January 15, 1999. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website: <http://www.stmarys.ca>

PSYCHOLOGY

MCGILL UNIVERSITY – Department of Psychology. The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant Professor level in Child Psychology. The program in Clinical Psychology is strongly committed to the scientific practitioner model, and demonstrated excellence

in research is required of candidates. A PhD from a CPA or APA accredited doctoral program in Clinical Psychology is required. The area of research specialization within child clinical is open. The deadline for receipt of completed applications is February 1, 1999, with an anticipated start date of September 1, 1999. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Statements of current and proposed areas of research and teaching, curriculum vitae, selected reports, and other relevant material should also be sent to: Barbara Shewen, Chair, Clinical Psychology Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MCGILL UNIVERSITY – The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant Professor level in Cognitive Psychology. We seek applicants with a strong program of research and teaching in areas such as cognitive psychology, computational modeling, decision-making, cognitive neuroscience. The Department has excellent facilities for interdisciplinary research through its links with McGill Cognitive Science, the Montreal Neurological Institute, and related departments. The deadline for receipt of completed applications is February 1, 1999, with an anticipated starting date of September 1, 1999.

University of Alberta Edmonton

undergraduate and graduate courses in art education, supervision of field experiences, supervision of graduate students and an on-going program of research.

Department of Elementary Education – Technology in Elementary Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in technology in education with a focus upon elementary education and expertise in a curricular area. Candidates should have a valid teaching certificate and teaching experience in elementary schools. Teaching experience at the university or college level is desirable. Duties will include instruction of undergraduate and graduate courses related to the application of technology to instruction in the elementary schools and in a curricular area, supervision of field experiences, supervision of graduate students and an on-going program of research.

Department of Elementary Education – Second Language Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in second language education, a valid teaching certificate and appropriate teaching experience. Fluency in two or more languages including English is required. Teaching experience at the university or college level is desirable. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in second language education for elementary and secondary route students, supervision of field experiences, graduate student supervision and an on-going program of research.

Department of Elementary Education – Middle School Mathematics/Science Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in a field related to mathematics and/or science education at the middle years level. Candidates should have a valid teaching certificate and appropriate teaching experience. Teaching experience at the university or college level is desirable. Duties will include instruction in the Middle Years Teacher Education program offered by the University of Alberta at Red Deer College. Red Deer is located approximately 150 kilometers from Edmonton, Alberta. Other instructional responsibilities will involve undergraduate and graduate instruction in curriculum and instruction courses in Mathematics and/or Science Education for elementary and secondary education students on the campus of the University of Alberta. Supervision of field experiences and graduate supervision may also be involved in the instructional duties. An on-going program of research is expected.

Department of Elementary Education – Early Childhood Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in early childhood education. Candidates should have a valid teaching certificate and appropriate teaching experience. Duties will include instruction of undergraduate and graduate courses in early childhood education, supervision of field experiences and supervision of graduate students. An on-going program of research is expected.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications to specific positions, including a current curriculum vitae, relevant scholarly papers, and the names of three referees should be submitted by February 15, 1999 to:

Dr. Larry Beauchamp, Dean
Faculty of Education
845 Education South
University of Alberta
Edmonton, Alberta T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA

...it makes sense.

CLASSIFIEDS

1999. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Statements of current and proposed areas of research and teaching, curriculum vitae, selected reports, and other relevant material should also be sent to: Thomas Shultz, Chair, Cognitive Psychology Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Psychology at the University of British Columbia invites applications for two tenure-track positions. (a) in Cognitive Science at the Assistant Professor level (we may also consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications); and (b) in Clinical Psychology at the Associate Professor level. Both positions will begin on July 1, 1999. Both positions are subject to budget approval. The position in Cognitive Science is broadly construed, with an emphasis on cognitive neuroscience; the quality of research is more important than the area of specialization. Candidates should have a strong research record, appropriate to a research-oriented doctoral program, and a strong commitment to undergraduate and graduate teaching as well as provision of graduate student research. The position in Clinical Psychology will complement UBC's 49th CRA accredited scientist-practitioner clinical training program, which has strengths in psychopathology and behavioral medicine. Candidates should have a

well-established record of research excellence and administrative skills, so they can provide leadership in the ongoing development of the clinical program. Duties include research, teaching, and supervision of graduate and undergraduate students. Candidates are expected to conduct clinical supervision and to obtain registration in the province of British Columbia. Salary will be commensurate with experience. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae, samples of their scholarly work and at least three letters of recommendation, prior to January 15, 1999, to: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C. V6T 1Z4. e-mail: csc@psych.ubc.ca

UNIVERSITY OF TORONTO at Scarborough — Director, Teaching and Learning Services. The Director will be responsible for a new department, Teaching and Learning Services. The group is located in the library and includes teaching librarians, instructional technology teachers and designers, and writing instructors. The Director will report to the Vice-President and Vice-Dean, Academic Affairs. The position involves supervising graduate students, and curriculum development. The mandate of Teaching and Learning Services is to develop and deliver programs and services to support excellence in instruction in faculty teaching, including, but not limited to, the effective use of new media and instructional technology. To participate in the development

ment of the University's distance education initiatives. To coordinate and provide support for community continuing education offerings. To develop a transitional year course for first-year students in collaboration with the Associate Vice-President, Student Affairs. To promote the development of students' academic and life-long learning skills, particularly those related to finding, selecting, evaluating, using, and presenting information. To participate in the development of the above areas, including digital information management, electronic scholarly publishing, and the use of technology in instruction. The ideal candidate will demonstrate outstanding leadership skills, initiative, imagination, energy and passion. The Director must be able to interact comfortably with faculty as a peer and to act as a persuasive advocate for teaching development and instructional technology and learning beyond the classroom. A good knowledge of current issues in academic libraries and electronic publishing is important. In addition to acting as an administrator and leader for the TLS, the Director will be expected to participate in the design and delivery of the teaching development portion of the university's mandate. The Director will also have a teaching assignment within one of the five academic divisions. Qualifications: PhD in Psychology of Education or other discipline related to the position. Minimum 5 years teaching experience; a minimum 3 years administrative experience is highly desirable. The position will be held at the rank of Senior Tutor for a 5-year renewable term. Closing date for applications is Jan. 31, 1999. Applicants should send a curriculum vitae, letters of recommendation, and the names and contact information of 3 referees to: Prof. Colin M. Macdonald, Vice-President and Vice-Dean, University of Toronto at Scarborough, 1625 Military Trail, Toronto, Ontario M1C 1A4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with the University of Toronto's policy on employment equity, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF TORONTO at Mississauga — Erinda College, Psychology. University of Toronto at Mississauga, Department of Psychology, invites applications for a tenure-track position (beginning July, 1999) at the rank of Assistant Professor in social, personality, or abnormal psychology. The candidate must have a PhD, a strong research record, and a commitment to teaching in teaching. Salary will be commensurate with qualifications and experience. A curriculum vitae, teaching portfolio and three letters of recommendation should be sent to Prof. Thomas Shultz, Department of Psychology, University of Toronto at Mississauga, Mississauga, Ontario, Canada, L5L 1C6. Application deadline: December 31, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. In accordance with the University of Toronto's policy on employment equity, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

CARLETON UNIVERSITY — Department of Psychology. Subject to budgetary approval, the Department of Psychology, Carleton University invites applications for a one-year term appointment at the level of assistant professor to begin July 1, 1999. Preference will be given to candidates with research and teaching interests relevant to Correctional/Forensic Psychology. The candidate will be expected to be active in the supervision of honours students. The Department of Psychology has a strong undergraduate

and graduate program in this area, including active participation in a cross-disciplinary major in Criminology and Criminal Justice. Information about our program can be obtained from our website at <http://www.carleton.ca>. Applicants should send their curriculum vitae to: Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Deadline for applications is January 15, 1999.

CARLETON UNIVERSITY — Department of Psychology. During the past decade the Department of Psychology at Carleton University has responded to the needs of the thriving high technology industry in the Ottawa area by establishing its Computer User Research and Evaluation program (<http://www.carleton.ca/psychology/eur>) at the forefront of teaching, research, and consulting in human-computer interaction. Subject to final budgetary approval, we are planning to expand our program by hiring an assistant professor with teaching and research interests in human-computer interaction for a tenure-track position beginning July 1, 1999. If you are qualified and interested in the position, we encourage you to send your curriculum vitae to: Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The closing date for applications is February 1, 1999.

UNIVERSITY OF SASKATCHEWAN — Department of Psychology. Three tenure-track positions in the Department of Psychology at the University of Saskatchewan. Applications are invited for three tenure-track Assistant Professor appointments effective July 1, 1999 (subject to budgetary approval). (1) Applied Social Psychology - We are looking for candidates with training and experience in organizational development, industrial/organizational psychology, or applied social psychology with an understanding of organizational development and personnel. We would prefer a candidate with a background in one or more of the following: training and consultation, small group processes, policy research, program evaluation, survey research, research, and evaluation, and organizational development. (2) Cognitive Neuropsychology - We are looking for candidates with a specialization in any area of cognitive neuropsychology who can complement both our cognitive science and clinical psychology programs. For all three positions, the successful applicant will be expected to teach

both undergraduate and graduate courses and to maintain an active research program. In accordance with immigration requirements, the advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities, and members of visible minorities) are encouraged to self-identify on their applications. Applicants should submit a curriculum vitae, copies of relevant research papers and teaching evaluations, and arrange to have three letters of reference sent to: Dr. Linda McMillan, Head, Department of Psychology, University of Saskatchewan, 8 Campus Drive, Saskatoon, SK, Canada S7N 5A5. The Department website is <http://usask.ca/psychology>. The closing date for applications is December 31, 1998 but applications will be considered until the positions are filled.

UNIVERSITY OF WATERLOO — Psychology. Applications are being accepted for a tenure-track position at the Assistant Professor level in the Department of Psychology beginning September 1, 1999. The successful candidate must have a PhD in the area of Developmental Psychology, and published research. Responsibilities include research, undergraduate and graduate teaching, supervision of graduate students and administrative duties. For additional information about our department see our website at <http://www.uwaterloo.ca/psychology>. Salary range commensurate with qualifications and experience. Applications deadline is December 31, 1998. Although applications need not be received by this date, curriculum vitae, merit or preprints or arrange for three letters of reference to be sent to: Department of Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Ave. W., Waterloo, Ontario, N2L 3G1, Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

REHABILITATION SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — School of Rehabilitation Sciences. Applications are invited for a tenure track position in the Division of Occupational Therapy, to teach undergraduate and graduate courses, and to conduct research in the field of occupational therapy. The successful candidate must be eligible to practice occupational therapy, be a member in good standing of the Canadian Association of Occupational Therapists (CAOT), and must possess a graduate degree in a related area (PhD preferred). This is a full-time tenure track position with an anticipated start date of July 1, 1999, subject to final budgetary approval. An appointment

may be considered at a professional rank, depending on the qualifications. Salary will be commensurate with qualifications and experience. Please forward your curriculum vitae to: Dr. Anne Cawwell, Director, School of Rehabilitation Sciences, 1235 - 2211 Webcor Mall, Vancouver, B.C. V6T 2B5. Queries may be directed to Dr. Cawwell at 604-822-7414 or acawwell@rehab.ubc.ca or to Catherine Bachman, Head, Division of Occupational Therapy at 604-822-7409 or cbachman@rehab.ubc.ca. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. The University encourages all qualified applicants to apply. Closing date: January 15, 1999.

RELIGIOUS STUDIES

YORK UNIVERSITY — The Division of Humanities, Faculty of Arts, York University, invites applications for a tenure-stream position at the Assistant or Junior Associate Professor level in the field of classical, post-biblical Jewish Studies, to commence July 1, 1999. Prospective candidates should have the qualifications to teach and to conduct research in Jewish religion, philosophy and mysticism, and in rabbinics. The successful applicant will teach at both the introductory and advanced level in the Religious Studies Programme and, more broadly, in Humanities interdisciplinary programs. Salary range commensurate with qualifications and experience. Applications deadline is December 31, 1998. Although applications need not be received by this date, curriculum vitae, merit or preprints or arrange for three letters of reference to be sent to: Department of Jewish Studies Search Committee, Department of Jewish Studies, University of Waterloo, 200 University Ave. W., Waterloo, Ontario, N2L 3G1, Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

YORK UNIVERSITY — The Division of Humanities, Faculty of Arts, invites applications for a tenure-stream position at the assistant or junior associate professor level in the field of classical, post-biblical Jewish Studies, to commence July 1, 1999. Prospective candidates should have the qualifications to teach and conduct research in

CAUT ACPPU

Publisher's Statement Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs. In accordance with the CAUT's policy, all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except where the language has been mandated by human rights legislation. Where no bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program, which program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to do federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignants qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, d'âge, d'état civil, de situation de handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPUU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées, à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes s'engagent à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats à certains postes annoncés dans le Bulletin de l'ACPUU de fournir des renseignements d'un caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPUU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode par laquelle nous pourrions fournir la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPUU publie une liste d'universités censurées par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, veuillez écrire à l'AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: (202) 737-5900.

Save time and money!
Forget the mail...
Send your ads via e-mail!
mazz@caut.ca

Ad Deadlines '98/99

The Bulletin is published 10 times during the academic year. 1st week of each month September through June.

ISSUE	CLASSIFIED	DISPLAY
February	January 8/99	January 15/99
March	February 5/99	February 12/99
April	March 5/99	March 12/99
May	April 6/99	April 13/99
June	May 7/99	May 14/99

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

CAUT Bulletin

Right on Target for Academics.
Stella Mazzarolo — Advertising Coordinator
TEL (613) 820.2270 FAX (613) 820.2417
EMAIL mazz@caut.ca
2675 Queensview Drive, Ottawa, ON K2B 8K2

Dates limites

Le Bulletin est publié dix fois pendant l'année universitaire : la 1^{re} semaine de chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 1998	14 août 1998
Octobre	4 septembre 1998	11 septembre 1998
Novembre	2 octobre 1998	9 octobre 1998
Décembre	6 novembre 1998	13 novembre 1998
Janvier	4 décembre 1998	11 décembre 1998
Février	8 janvier 1999	15 janvier 1999
Mars	5 février 1999	12 février 1999
Avril	5 mars 1999	12 mars 1999
Mai	6 avril 1999	13 avril 1999
Juin	7 mai 1999	14 mai 1999

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN ACPPU

Stella Mazzarolo — Coordonnatrice de la publicité
TEL (613) 820.2270 TÉLÉC (613) 820.2417
COURRIEL mazz@caut.ca
2675, promenade Queensview, Ottawa ON K2B 8K2

Advertising Rates

CLASSIFIED SECTION	
Display ads	\$4.25
Classified ads	\$4.00
EDITORIAL SECTION	
Display ads	\$1.00
COLOUR ADVERTISING	
Black & 1 colour	\$240
Black & 2 colours	\$420
Black & 3 colours	\$900

All prices quoted are per page line and are in effect until July 1, 1999.
1 Agency commission 15% (camera-ready artwork required)
2 These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

Tarifs de publicité

SECTION DES ANNONCES CLASSÉES	
Grandes annonces	\$4.25
Annonces classées	\$4.00
SECTION ÉDITORIALE	
Grandes annonces	\$1.00
ANNONCES COULEURS	
Noir et une couleur	\$240
Noir et deux couleurs	\$420
Noir et trois couleurs	\$900

Les tarifs sont calculés en fonction d'une ligne agée (en version jusqu'au 1^{er} juillet 1999).
1 Commission de 15 % des agences (élus avant prêts à photographier)
2 Ces tarifs comportent un supplément pour la publicité en couleur selon le nombre de couleurs utilisées par page ou partie de page. L'annonceur doit fournir la sélection des couleurs.



The Microsoft Trial — Everyday Software Hangs in the Balance

STEFAN MOCHNACKI

COMPUTERS AND THE INTERNET have acquired a central role in our lives as faculty. For many, this development is unsettling. Much thought, discussion and even anguish will ensue before computers are fashioned into productive, rewarding and comfortable extensions of ourselves.

The essential question is whether computers and networks enhance and supplement our intellect, or whether they enslave us to the needs and dictates of bureaucracies and corporations and thereby alienate us from the fruits of our labour. Do we have any control over our relationship with computers and with the Internet? How can we ensure true progress in the use of computers will be what we want and not what is imposed by other interests?

In the latter half of 1998 two ongoing stories of historic proportions are transforming the immensely rich and powerful computer industry.

Firstly, Microsoft is on trial under the U.S. anti-trust laws. Even if Microsoft wins the evidence presented is having an impact on the computer industry rather like the impact of the Truth Commission on the people of South Africa.

Evidence of heavy-handed monopolistic behaviour is piling up day after day to such an extent that many major players in the industry want to ensure that no one player can ever again grab control of the heart of all computers, the operating system, and use that hegemony to try to take control and drive all competitors out of business.

The effective Microsoft monopoly has immediate consequences: just about all personal computers come with a "Microsoft Tax" built into their price. Microsoft has generally insisted computer manufacturers pay Microsoft for each computer they sell, on the assumption that all personal computers would be using a Microsoft operating system.

A Free Alternative

Secondly, a free alternative to Microsoft's operating systems has emerged at precisely the right moment. Free Unix-like operating systems such as Linux and FreeBSD, based on years of communitarian effort by programmers all over the world collaborating on efforts such as the "GNU" canon of essential tools, have now reached levels of sophistication, reliability and ease of use which are often better than those attained by Microsoft and other closed, corporate software producers.

In fact, thousands of people openly collaborating via the Internet on the writing and debugging of software for non-monetary rewards have been shown to be more effective at developing extremely complex systems than huge corporations working in secretive conditions. This achievement has spawned a sort of revolution among computer programmers, described in a flood of recent press reports and acknowledged by Microsoft engineers.

The idea that the world's richest man and his monopolistic company can be humbled by a community of programmers giving their product away free is a glorious story, but why is it important to academics?

Firstly, there is the immediate benefit of saving a lot of money: never again do we need to spend much for the basic software needed to run computers and networks. This is particularly important to students, for whom a computer is increasingly as essential as text books and other academic tools,

Les ordinateurs et l'internet occupent une grande place dans la vie des professeurs. Il est à se demander, cependant, s'ils complètent efficacement leurs activités intellectuelles ou s'ils les rendent esclaves des besoins des bureaucraties et des grandes entreprises. Par cette prémisse, Stefan Mochnacki discute de l'omniprésence de Microsoft dans l'univers informatique et du monopole qu'elle détient dans les systèmes d'exploitation. Cette hégémonie a cependant un revers, risquant de fissurer l'armure de Microsoft que l'on croyait à toute épreuve. Alors que le maître d'oeuvre de Windows se bat devant les tribunaux pour conserver son monopole, des programmeurs anonymes du monde entier, par l'entremise d'internet, ont collaboré, gratuitement et grâce au partage de leurs travaux, à mettre au point des systèmes d'exploitation libres, tels Linux et FreeBSD, qui sont aussi fiables et conviviaux que ceux de Microsoft. L'émergence d'autres systèmes stimule la diversité, au contraire de la monoculture Microsoft prévalant à ce jour qui étouffe l'innovation et décourage la concurrence. Selon Mochnacki, en adoptant des systèmes libres, les universités réaliseront des économies et permettront ainsi aux professeurs et aux étudiants de les améliorer pour mieux répondre à leurs besoins. Il estime qu'il est temps pour les universités de faire front commun afin de mettre au point leur propre logiciel «libre» pour l'administration. Il suggère d'acheter des logiciels de compagnies innovatrices qui soutiennent les systèmes de source ouverte.

and to educators in the Third World, for whom free open source software is a godsend. Mexico, for example, is adopting Linux for all its schools.

Secondly, the fact that source code comes with the software means students, staff and faculty can improve the system to suit their needs and in turn they can offer their improvements for peer review by the wider community of programmers.

Maintaining Diversity

Beyond these immediate, concrete benefits is the much broader issue of maintaining diversity. Monocultures are inherently bad because they stifle innovation, and we have been getting close to a monoculture in the world of computers.

On the other hand, a single set of open standards is needed to allow different types of computers and programs to "talk to" one another. Monopolistic companies have shown a capacity for at first embracing standards, but then subverting them by adding proprietary extensions. This tends to lock people into their world and exclude competitors. We need many competing software systems but only one set of universally accepted and open communication protocols.

Since computers are in effect our symbionts it is vitally important that the software they run be the best possible. We need to control our computers completely so that they are truly our agents. The products of the open source software movement are much more likely to provide this than proprietary software about whose inner workings we know nothing.

We need to defend the principle of diversity. It is most undesirable for any one company to acquire exclusive access to a university market, for example. Shrinking government support makes it tempting for university administrations to make deals with companies.

The California State University system created a private consortium involving itself, Microsoft, Fujitsu and Hughes, and transferred all computing and networking to it. Such arrangements could seriously threaten diversity. The argument that they save money is irrelevant when alternative software is free or inexpensive.

Using Open Source Software

What is to be done? Obviously we should use open source software whenever possible. However, the near-monopoly is not going to let its captive source of riches collapse without a fight. The war could get very dirty. We will need to hold firmly to our principles despite political and financial pressures to support the monopoly.

When commercial software is needed, we should buy from innovative companies that support the open source process. The choice of software used on campus influences our students after they graduate; computer companies have often subsidized campus sales hoping that graduates will later adopt the systems they learned to use during their studies. We have an extraordinary opportunity to guide our institutions and our students in a better direction. With strong Canadian support for Linux there is little need to stay with the old "standard," even on the office desktop. ■

(Stefan Mochnacki is an associate professor in the Department of Astronomy, University of Toronto. He has used computers for 31 years, and currently manages his department's systems. He recently represented UTEA on the CAUT Council.)

Further Reading — *The Cathedral and the Bazaar* (<http://www.easpace.net/~esr/writings/cathedral-bazaar/>) by Eric Raymond captures the essence of the open software movement. *For the Love of Linux* (http://www.feedmag.com/essay/es128_master.html) by Rachel Chalmers is a quirky, well-written commentary that contrasts Gates' license paradigm and open source software. *Linux, Meet Linux* (<http://www.salonmagazine.com/21st/>) by Thomas Scoville is a neat and amusing analogy in which Linux and free software challenge the Microsoft papacy. *The Open-Source Revolution* (<http://www.edventure.com/release1/1198.html>) by Tim O'Reilly is an outstanding treatise.

Latest Developments — News from Linux world can be followed at <http://www.lwn.net>. Articles on technology and the commercialization of education can be found at <http://www.uscsu.sc.edu/aaup/digicom.htm>.

CAUT Reports — Proceedings of the conference on information technology can be found at http://www.caut.ca/english/bulletin/97_dec/it-index.htm.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to post-secondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by e-mail (duhaime@caut.ca) or by diskette (WordPerfect).

L'ACPPU accepte les articles de 1 500 mots au plus portant sur des questions contemporaines directement reliées à l'enseignement post-secondaire. Les articles sont publiés à la seule discrétion de l'ACPPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ni devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les articles signés d'un pseudonyme seront rejetés. L'ACPPU espère publier un article par numéro selon la qualité et la quantité des textes soumis. Veuillez transmettre les articles par courrier électronique (duhaime@caut.ca) ou sur disquette (Word Perfect).